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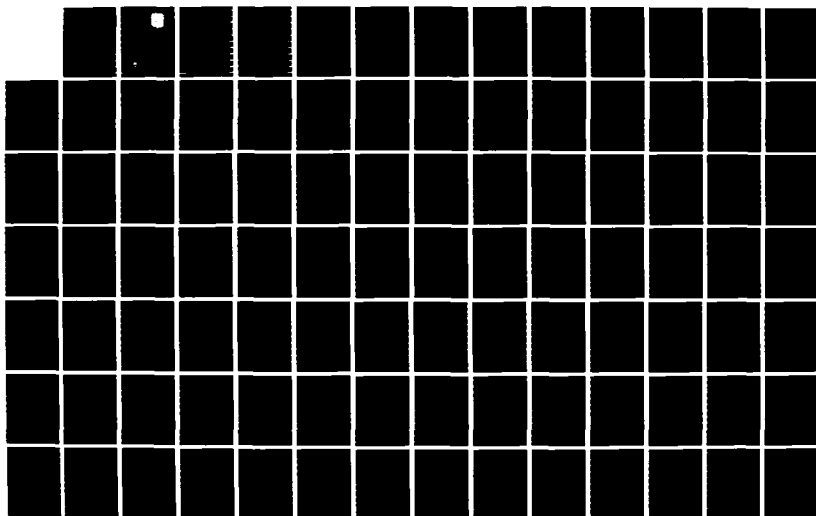
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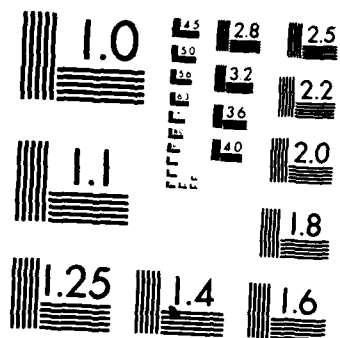
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DETERMINING THE IMPACT OF FAMILY PROGRAMS UPON RETENTION WHY SUCCESSFUL OFFICERS STAY

BY

LIEUTENANT COLONEL THOMAS P. ROSS

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Army careers, research of pertinent literature and sources, and conclusions and recommendations determined from analysis of the data. While the study is limited to consideration of issues involving commissioned officers, conclusions may be valuable in planning for retention of successful soldiers of all ranks, and for the consideration of Army families. The study represents a preliminary examination of a well defined officer population. The methodology is relevant to other military populations, at various points in their careers, who should be examined further.

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DETERMINING THE IMPACT OF FAMILY PROGRAMS UPON RETENTION WHY SUCCESSFUL OFFICERS STAY

AN INDIVIDUAL STUDY PROJECT

by

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Project Adviser

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US Army War College
Carlisle Barracks, Pennsylvania 17013
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ABSTRACT


AUTHOR: Thomas P. Ross, LTC, FA

TITLE: Determining the Impact of Family Programs upon Retention
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➤ The study identifies family related and other factors that are key to retention of successful US Army Officers. The study identifies twelve factors, some family-related, which influence successful commissioned officers to stay in the Army. To the extent that these factors have been identified, they could prove useful for inclusion within, or as reinforcement of, Army Retention and Family Programs. The study provides data gained by survey of commissioned officers who have reached an accepted level of "success" in their Army careers, research of pertinent literature and sources, and conclusions and recommendations determined from analysis of the data. While the study is limited to consideration of issues involving commissioned officers, conclusions may be valuable in planning for retention of successful soldiers of all ranks, and for the consideration of Army families. The study represents a preliminary examination of a well defined officer population. The methodology is relevant to other military populations, at various points in their careers, who should be examined further.



PREFACE

This Individual Study Project was produced under the aegis of the US Army War College Department of Command, Leadership, and Management, (DCLM). The scope, general direction, and analysis methodology were developed based on suggestions from the US Army Research Institute for the Behavioral and Social Sciences, (USARI), Alexandria, VA. While the hypotheses and concerns expressed by the author are of his own design, reaching an "endpoint" could not have been accomplished without the assistance of many helpful persons. The author is especially indebted to Ms. Mary Anne Miller, USAWC Information Technology Division, without whose patience and tireless efforts on the computer, the study and subsequent analysis could not have been accomplished; Dr. Jerry Ball, Department of Academic Affairs, whose assistance in my reaching a modicum of understanding of the "voodoo" world of statistical analysis was most appreciated; and Dr. Glenda Nogami, USARI, who provided the spark and encouragement of an idea, and the basic direction that kept me going.

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CHAPTER I

INTRODUCTION

Background

In the past most of our plans, programs, and policies focused on basic needs or on correcting dysfunctions. Our concentration now and in the future is to capitalize on what is working well, by drawing on the characteristics of our many healthy families and transmitting these characteristics to those needing assistance.

1

During the dozen years following the creation of the "All Volunteer Army", extensive research has been conducted to identify family-related and other factors which cause personnel to become disenchanted with and/or leave military service. The identification of these "irritants", and programs to eliminate them has unquestionably added to improvement in Quality of Life for soldiers and their families. A review of the survey instruments used by the Department of the Army leaves one with the distinct feeling that a great deal has been done to find out why the disenchanted left the Army, but that little research has been conducted to identify the family-related, and other, factors which influenced personnel to remain in the Army. To the extent that some of the disenchanted and those that stayed might have been successful soldiers, it is important that the Army identify just what factors might have caused them to stay, or are causing them to stay. Stated differently, to ensure that our Army is successful in retaining the "cream of the crop",

these critical family-related and other factors should be identified, and where applicable, capitalized upon.

An attempt to examine the issue of why successful soldiers stay is appropriate for a variety of reasons. It is wholly correct to catalog the "wrongs" of our Army which have influenced both desirable and undesirable performers to leave the service. It is also important that we understand some of the reasons that may have been positive retention factors for successful military people. It is possible that some programs are over-stated, and either not attractive to successful soldiers, ineffective retainer tools of successful soldiers, or both. And, there may be other reasons for retention forthcoming as well. Stated figuratively, it is important that we seek to determine why the jar is half full, rather than why it is half empty. In as much as the family is an integral part of the Total Army, the results of such a study will have intrinsic value to military retention, readiness, and wellness.

The study supports the Army Family Action Plan II specific research goal and, most importantly, "Objective Two": Describe relationships between retention and family factors:

The relationship between families and retention is uncertain. Because of the number of married soldiers has increased in recent years, it appears that family satisfaction affects the soldier's decision to stay in the Active Army, Army National Guard, and U.S. Army Reserve. Questions to be answered include the following:

- (a) Where are the Army's greatest retention problems? Where will they be in 1990?
- (b) Why do soldiers and families say they would leave the Army? When and how is that decision made?
- (c) What are the characteristics of soldiers and families that leave? Those that stay?
- (d) What are family procedures and policies which are

associated with high retention? (e) What Army family services and programs are most critical to retention?

(f) What is the range of family related policy changes and programs which would be most instrumental in improving retention?

2

The aspect which this study focuses upon is the retention of successful personnel, and their relationships to family-related and other factors.

Hypotheses

It is the opinion of the author that a majority of successful U. S. Army Commissioned Officers are not personally attracted by family program initiatives which are sponsored by the Department of the Army; and that in of themselves these initiatives are not important contributors to their personal, positive career commitment attitudes. Not paradoxically, a majority of successful officers will find these same initiatives important to the Army as a whole. However, family program initiatives which emanate from unit level, (division and below), will be considered by this group to be more meaningful and effective to soldiers and their families than programs or benefits which emanate from higher levels.

For sake of convenience, family-related issues (variables) would be considered by this population as being either: Category I, "contributing to a positive career commitment attitude"; Category II, "not affecting a career commitment attitude"; or Category III, "contributing to a negative career commitment attitude".

Specific predictions (hypotheses) were made of how the population would respond to questions that addressed a variety of situations related

to each Category. Significantly, the study hypothesized that other factors could identified which contributed to a stronger positive career commitment attitude than purely family-related ones. An initial hypothetical breakout follows:

CATEGORY I: (Contributes to a positive career committment attitude)

- (a) Opportunity for family to experience diversity of surroundings, location, and travel.
- (b) Education opportunities for children and spouse.
- (c) Opportunities for home ownership.
- (d) Commitment and community involvement by family members.
- (e) The opportunity for "adventure" in foreign lands.
- (f) Service in organizations that demonstrated genuine caring.
- (g) Availability of services and opportunities in the community surrounding the installation.
- (h) A pay system that is adequate.

CATEGORY II: (Does not affect a career committment attitude)

- (a) Availability of government housing.
- (b) Availablility of child-care centers.
- (c) The services provided by Army Community Service (ACS).
- (d) The services provided by the Chaplaincy.
- (e) Weight allowances during PCS moves.
- (f) Adequacy of Medical/Dental Care for Families.
- (g) The CHAMPUS program.

CATEGORY III: (Contributes to negative career committment attitudes)

- (a) Long work periods away from family members.
- (b) Peacetime unaccompanied tours.
- (c) Assignments to undesirable regions, installations and

locations.

Investigative Methodology

Ideally, to completely test the hypotheses, the study should survey both enlisted and officer soldiers who had reached a similar accepted level of "success" in their careers. Likewise the spouses of these soldiers should be surveyed to determine their attitudes and contribution to the retention process. Such a methodology would involve three separate, but related, surveys conducted on a national basis. The first order of business was to limit the scope of the study to a manageable level, with a valid framework left for a follow-on study by others to obtain a picture of the complete population: officer, enlisted, spouse. (This framework is discussed in the Conclusions and Recommendations chapter of the study). To obtain a "successful" population capable of being surveyed within the time allotted for the study became the second task.

Several conventions were used to arrive at the survey population. First, the scope of the survey was limited to commissioned officers. Next, "success" was determined to be the arrival of a commissioned officer at an external selection point in his or her career - selection for attendance at a Senior Service College. The target population chosen was the Active Army Officers of the U.S. Army War College Class of 1986. Officers from sister services, Reservists and National Guardsmen on active duty, were not be surveyed. The target population is unique in that it represents a "successful" group which has made a positive career commitment to stay in the Army. Their level of success can best be understood by the repeated external selections which they have sustained,

(selection to: Lieutenant Colonel; Battalion Command in most cases; Colonel in some cases; and the US Army War College), marks the population at close to the top of an ever decreasing pyramid - roughly the top 5% of the U.S. Army Commissioned Officer Corps.

The survey instrument, composed of 52 questions, was designed to be entirely objective to aid in ease of administration, acceptance by the population, and statistical analysis. Questions were chosen that described the population (11); gauged their agreement-disagreement-with-midpoint on statements related to family programs and Army life (13); and which described the strength of incentive-disincentive-with-midpoint to stay in the Army that certain family-related and other subject areas posed (28). Survey respondents were asked to place their responses on mark-sense forms, and space was provided for spontaneous written comments, but not to any specific questions. 174 commissioned officers comprised the population. 173 surveys were sent out, (the author was not surveyed), and 145 were returned completed. Two of the completed surveys were unfortunately returned two weeks after the "deadline" and were not included in the automated statistical analysis. However, the responses of these two late arrivals generally fell within the mode of the rest. Thus the considered return rate was 82.7%, (143 of 173). Subjective comments, found in Appendix 2, filled nearly 3 typewritten pages.

Statistical manipulation and analysis were performed using the Statistical Program for the Social Sciences-X, (SPSS-x), on the Honeywell DPS 8/7 mainframe computer, and SPSS/PC+ on an IBM-PC. First, frequency responses were determined, and the 41 independent variables were cross-tabbed by the demographic questions. Second, a factor analysis was

conducted to identify factors, (new variables), affecting retention which could explain the data. Three extractions were used, (principal axis factoring, principal components analysis, and unweighted least squares), and Varimax rotation for each extraction. Third, the newly identified variables, (12 in this case) were cross-tabulated with the demographic data. Fourth, a condscriptive procedure was run to compute univariate summary statistics and standardized variables for the original 52 questions, (variables), and the 12 new variables, (factors affecting retention). Finally, a one-way analysis of variance, (ANOVA), was conducted between the new variables and the demographic data.

Assumptions

The following two assumptions apply to the study. First, the target population represents U.S. Army commissioned officers with similar "successful" credentials; it does not represent all commissioned officers. Second, the personnel that responded to the survey questionnaire, (143), are representative of the entire population, (174), of the U.S. Army War College Class of 1986.

Purpose

It is the purpose of this study, and the survey that was developed to support it, to identify family-related and other factors that are key to the retention of successful U. S. Army Officers. It is postulated that certain uncataloged family-related and other factors can be very instrumental in the retention of successful commissioned officers. To the extent that these factors can be identified, they may prove beneficial for inclusion within, or as reinforcement of, existing Army

Family Programs. The study will provide information gained by survey of commissioned officers who have reached an accepted level of "success" in their Army careers, research of pertinent literature and sources, and conclusions and recommendations determined from analysis of the data.

Recommendations for action will be aimed at all appropriate levels from Department of the Army to battalion. While the study is limited to consideration of issues involving a very select group of commissioned officers, conclusions may be appropriate to the retention of successful soldiers of other ranks if similar results are obtained from them upon further study. It is anticipated that this study may represent a preliminary examination of a much larger population or populations at various points in their careers.

ENDNOTES

1. US Department of the Army, Department of the Army Pamphlet 608-41, 20 May 1985, The Army Family Action Plan II, p 4.
2. Ibid., p, 13.

CHAPTER II

ANALYSIS AND DISCUSSION OF RESULTS

Examination of the survey response frequency results provided a wealth of information concerning the Class of 1986, their attitudes about their Army careers, their families, and what motivated them to make the Army their chosen profession. The "typical" respondent, as described by the mode, is a white, male, Lieutenant Colonel, without a history of military tradition in his family, who is married for the first time, lives with his spouse, and has two dependants in addition to her. He has served as a commissioned officer for a little more than 20 years on active duty, has a Master's Degree, plans to retire from the Army after serving 30 years, and expects to attain the rank of Colonel before doing so.

Not only does this description provide a rather bland picture of the successful officers that they are, but such simplistic references belie the real makeup of this population, and the purpose of the study. What follows is a discussion of the meanings of measured response frequencies, correlation of data through cross-tabulation, a search for factors that explain the data, and other analyses.

The timing of the survey and the attitude of the class toward it are worth mentioning. The survey was administered between 27 January and 7 February 1986. The general mood of the class at the time appeared to be good, and attitudes generally positive. As the analysis will point

out, the feeling of the population toward the Army in most all categories was extremely positive. The survey was taken shortly before many of the probable implications of the Gramm-Rudman-Hollings deficit reduction legislation on the Army were announced, and which were subsequently widely discussed and debated by members of the class. It would be interesting to see if attitudes on retention would remain the same should the same survey be administered again today. But the uncertainty created by the far-reaching implications of the legislation is probably, in of itself, a transitory thing. Only time will tell, and should some of the proposals come to pass, a whole new set of attitudes will be created and acted upon by this population.

NOTE: The analysis and discussion which follows is based upon close examination of hundreds of pages of printouts provided by various SPSS routines. Appendix 3 contains the printouts from which the discussion emanates roughly the same order that it is discussed.

Discussion of Response Frequencies

The survey population is in many ways unique, but for a study of family-related issues it presents another "uniqueness" among most other populations -- it appears to be an extremely family oriented group. Fully 97.2% of the group has at one time been married, while 81.8% are still married for the first time. Only 14% had experienced divorce, and all but one individual in this category had remarried. The surveyed population has 318 dependents, or about 2.2 each, excluding a spouse. 18.3% of the population was raised in a military home, i.e., one of their parents was a service member during their formative years. In an era, and especially in a type occupation where the importance of spousal

careers can often cause families to be separated for the advancement of each of the partners' careers, this group seems typical. 7.2% left a spouse somewhere else to attend this military school. These families seem to like the Army and its lifestyle, with 68.5% in agreement, and only 18.2 somewhat undecided about the issue. 11.2% stated that their families did not like the Army. It is little wonder then that this population should relate to the military family question. Just how much family-related issues played in their career decision process remains to be examined.

General Retention Factors

The broad subject of retention necessarily begs the questions: "why do people want to become soldiers; and once having made the choice, why do they wish to remain soldiers?" The study reveals that the majority of successful officers, (57.4%), never planned to become soldiers in their early career formulation days, while only 29.4% had military career intentions all along; and the remainder, (13.3%), were not really certain what their military career plans were when they first joined the Army. Once that career decision had been made, however, 79.7% stated that they remain committed to the Army life style and way of life. Strong incentives to their decisions to stay in included: the opportunity to serve with soldiers, (93.0%); a feeling of patriotism, (91.6%); the opportunity to command, (90.2%), and uniqueness of the military as a profession, (88.8%).

Job Satisfaction

At this point in their careers, this appears to be a happy, well satisfied group. 60.9% have served for 20 years or more. 98.6% state

that they enjoy their military career, the majority of them very strongly so. An even higher number, 99.4% believe that they are doing something useful by being in the military. The survey gave them an opportunity to describe job satisfaction in different ways: as an incentive to stay in, 97.9% agreed that the importance of what they perceived they were doing as being significant to the decision; and an equal 97.9% felt that plain old satisfaction with their job provided incentive enough to make the Army a career. While the group has been steadily "whittled" away by attrition and the selection process over their 20-plus years to a point where a member of it represents the top five per-cent of the pyramid of their peers, it is safe to state that few professions have such a satisfied middle management echelon. This contrasts sharply with a study of comparable Air War College students by Anderson in 1980. Nearly 75% found their profession to be totally unappealing.¹

Career Intentions

These feelings of satisfaction among a successful, productive group of professional soldiers have some long term benefits for the Army. The largest sub-group of the study, (61), has served for an average of 20.5 years. An almost equal number, (68, nearly 50%), plans to stay in the Army for 30 or more years. (Anderson reports that less than 22% of Air Force officers have similar intentions.)² Another block of 46 plans to remain for 26-29 years. (The 26 year point provides the last automatic pay raise for years of service at the grade of Colonel, and provides a natural decision station.) So it is safe to presume that more than half of the group will serve the Army for another 5.5 years, with at least 40% serving a minimum of 10 years longer. (The Cross-tabulation section will

discuss who this group is composed of from within the study group.)

Promotion

76.1% of the class expects that the highest rank they will attain is that of Colonel. That is a very reasonable expectation. While precise figures are not available, the promotion of LTC's to the next rank following attendance at a Senior Service College is virtually assured. Interestingly enough, 32 students expect to attain General Officer rank before retiring. Again, there are so many variables involved that a precise prediction of chances for General Officer selection is impossible. A figure widely quoted by senior personnel management officers is that a U.S. Army War College student's chances for being promoted to General Officer rank are roughly 1 in 4. For a group the size of those responding to the survey that would mean about 36 will attain one to four stars. Perhaps there are at least four students in this study with more modest expectations!!

Family-Related Factors

The importance of family-related factors in the retention question was addressed in various ways: security was examined; direct references to the relationship were made; the importance of the level of sponsorship of various family programs were tested; and the strength of incentive of selected programs and subject area themselves upon retention was gauged. The most striking and significant feature of the responses of this successful group of Army officers is that they suggest that family-related programs, particularly as they affected the group, had little to do with their decisions to make the Army a career.

Family Security

On the negative side, only 39.9% felt that their families were more secure in the Army than in civilian life. An equal number were not so sure about the issue, and 21.3% felt civilian life was a more secure environment for families. But it must be pointed out that the "security" of a family is determined in a variety of ways. The most accepted gauge is economic security among the hierarchy of needs. The existence of an adequate military pay and allowance system was cited as a strong incentive to stay in by 59.4% of the group, while 35% did not feel the pay system was an incentive. (91% of the USAF officers studied by Andersen felt pay was a poor incentive to them.)³ The security provided by the military retirement system, and its adequacy was listed as a strong incentive by 90.9%. Only 5.6% were reluctant to cite it as an incentive. A related security blanket, and practically a "sure bet" for a successful group of officers, is the promotion system. 79.9% felt it was a strong incentive to the retention question.

The Army's Concern for Families

When asked whether the Army's concern for families was instrumental in their decision to stay in, only 6.3% answered in the affirmative. More than three-fourths stated that family programs were not considered at all in their decision. The group's previously stated closeness to soldiers and their general like for them, the desirability of the command experience and unit involvement, showed through once again. The group feels strongly, (88.2%), that the programs and type of concern for families expressed by the Army are important for soldiers and their families. But that opinion, when contrasted with the lack of importance of this concern to themselves described above, appears to be a purely

reflexive one. The group believes in its own ability to solve family-related issues, and suggests some suspicion in the effectiveness of the Department of the Army in providing for these programs. 65.3% felt that family programs which emanate from unit level, (maneuver division and below), were both more effective and meaningful to soldiers than those which emanate from higher levels. Only 11.9% sided with headquarters far removed from the "trenches" in developing effective family-related programs. Examined from a slightly different perspective, 54.5% felt that a functioning unit-level family support system paid more dividends to Army families than more costly initiatives that require Army funding. However, 18.2% were more comfortable with the effectiveness of more costly Department of the Army family program initiatives. Anderson found⁴ that USAF officer opt for DAF solutions by a margin of 5:1.

Retirement

When programs and services were considered by the group for the strength as incentives to stay in, none showed as strongly as the military retirement system. As discussed above 90.9% felt that it was a strong incentive. This program received the strongest endorsement of all programs and services discussed in the survey. That should not be a startling statistic from this group, as practically 100% will benefit from it, and they might be influenced by their relative closeness, (less than 10 years in most cases), to receiving it. This, despite all the worrisome discussion of changes to the retirement system that may prove to be disincentives to future generations. The next strongest program as a retention incentive were opportunities for promotion in the Army. 79.9% were attracted by this program as a strong incentive to stay.

Travel

While not specifically a program or service, the opportunity for the family to travel and live in foreign countries is thought of by most in the group as being an attractive idea for themselves and their families. Living in foreign lands was an attractive retention incentive for 76.2%, while family travel opportunities provided strong incentive for 67.8% to stay in. However 18.9% were not attracted by foreign living, and 24.5% did not feel that traveling, (perhaps to include frequent permanent change of station moves), provided much of an incentive.

Medical, PX and Commissary

In the strict sense of family-related programs, benefits and services, only three provided relatively strong incentives for retention for more than 50% of the survey population. The adequacy of family medical and dental care was attractive to 59.4%, but 33.6% did not feel the system provided an incentive. Commissary services and the Post Exchange System were strong incentives to 59.8% and 52.4% respectively, while more than 26% in each instance were of the opposite view point. Each of these programs are affected by the combined forces of criticism by legislative lobbyists, Congress, budgetary decisions which limit the scope of service, and off-post competition which, in many cases, provides more variety at a reasonable prices.

Physical Family Separation

The subject areas most "devastating" to a family's incentive to remain on active duty involve physical separation of the officer from his family. Two questions attempted to measure these areas by strength of an incentive to stay in. 78.4% indicated that time away from their family

did not provide an incentive to stay in. Oddly 2.8% stated that time away from the family did provide an incentive for retention. (Cross-tabs discussed at length later, reveals that the four individuals who make up this sub-group are married for the first time. One can only speculate that they either need some "space" from time to time, or that they are headed for another marital category!) Unaccompanied tours provided a disincentive for retention to 82.5% of the group. (This time, 3 individuals, all married for the first time feel that unaccompanied tours are strong incentives for staying in.)

The subject of family separation as a disincentive for officer retention has considerable support in surveys conducted over the last 15 years. Two DA surveys, conducted in 1969 and 1971, show that 70.2% and 70.9% respectively of those surveyed considered family separation an influence to leave the Army.⁵ Foley's survey of the Command and General Staff College Class of 1976, found that family separation was an influence to leave the service for 79.3%.⁶ Anderson found that family separation was the second most negative retention factor for successful USAF officers.⁷

One program, on-post physical readiness centers and gymnasiums, received "mixed reviews". 39.9% regarded them as strong incentives, and 37.1% felt they were not strong incentives. This is a surprising result considering the Army's emphasis upon physical readiness and the zeal with which these facilities have been built during the last five years.

Negative Factors for Families

From this point onward in the survey results, nine strictly family-related programs were addressed in the strongest terms as not providing

an incentive to stay in. 93.7% were not impressed by their ability to own a home that service in the Army provided. In a slightly different sense, the existence of child care centers were attractive incentives for only 9.2%, not attractive incentives for 76.1% 71.4% were of the opinion that the services provided by Army Community Services were not strong retention incentives. CHAMPUS, particularly as it pertained to family health care, appealed to only 25.9%, and not to 59.5% Only 25.2% were of the opinion that Chaplaincy services were a strong force for retention; more than half, 54.6% felt that the Chaplaincy provided little incentive.

Educational opportunities for family and spouse were deemed not a strong incentive by 65.8%; the opportunity for the family to get involved in community activities was not an attraction for 63%; and the availability of services in the off-post community was viewed as not a strong retention incentive for 60.9% 53.6% were not attracted to an Army career by the opportunity to live in government quarters, yet it was an attractive idea for 31.7%.

A picture of what motivates the Army's top commissioned performers to remain in the service is beginning to emerge. But now the search must turn to find any relationships that exist among the respondents. Cross-tabulation provides such a tool.

Initial Cross-Tabulation Results

The previous section discussed response frequencies to most question areas in the survey. To see if there were relationships among the results, a simple cross-tabulation was done using the SPSS/PC+ program version. Since the job satisfaction exhibited by this group seemed

extraordinarily high, the results of four seemingly related questions, (14, 18, 45, 50), cross-tabbed by five demographic questions, (1, 4, 5, 8, 9), were examined. The demographic questions related to: rank; belonging to a military family; years active federal commissioned service, (AFCS); years planned to stay before retiring; and highest rank expected to achieve.

It must be emphasized that these four related questions all reflect a very high per-cent agreement with a positively worded statement about job satisfaction, or strength of it as an incentive to stay in, (97.9% to 99.3%). Thus, the value of this examination is to take a closer look at individual parts for potential differences and similarities.

Job Satisfaction

Colonels are in stronger agreement that they enjoy their military careers than Lieutenant Colonels, (60.0% to 48.3%). Soldiers from non-military families, (i.e., soldiers who were not "Army brats"), show stronger tendency that they enjoy their careers than do those from the military family tradition, (52.1% to 42.3%). The two sub-groups that show strongest career enjoyment based upon years of service are those that have served 17 years or less, (often referred to as "fast burners"), and those with between 22-23 years of service. It should not be a surprise that those who enjoy their careers the most want to stay the longest; those desiring to remain 30 years or more before retiring express the strongest satisfaction level. The one individual who expects to attain full General rank quite expectantly enjoys his career. The group that expects to reach Major General, however, relates the highest attitude among measurably large groups.

with 17 years or less AFCS are most prone to view job importance as an incentive to stay, as do those who plan to stay in the Army 30 years or more. Those who feel destined to reach General Officer rank look strongly at job importance as important to retention, but their attitude is not so markedly different as in the other areas detailed above.

Question 50, (job satisfaction as an incentive to stay in), when cross-tabbed by the same five demographic questions, provided results that were interesting because of their lack of differentiation. It was the only question of this group that contained respondents, (3), who stated that job satisfaction was not an incentive to stay in. However, the importance of the question lies in the fact that job satisfaction is important to retention no matter how one slices it by demography, (true in at least 97.8% of cases).

Other Than Family-Related Factors

Other non-family-related variables that measured to be strong retention issues included: the opportunity to serve with soldiers, (question 46); a feeling of patriotism for country, (33); and the opportunity to command, (40). Each was examined against the same five demographic variables. Again response frequencies were quite high, and ranged from 90.2% to 93.0%.

Feelings of Patriotism

Colonels expressed stronger opinions than LTC's that feelings of patriotism were important incentives to them, 54.2% to 40.2%. In fact 8.6% of the LTC's were either not certain about their attitudes toward patriotism and retention, or not motivated by it. Those coming from military families had only a 5.7% edge over those who were not "Army

brats", probably not significant; but interestingly 11 individuals who were not from military backgrounds, (9.5%), were not motivated by patriotic feelings. AFCS did not have any measurable effect upon patriotic motivation toward staying in. The sub-group which planned to stay in the Army 24-25 years had a less strong tendency toward patriotism as motivation for staying in than did other sub-groups. Only those who aspired to the rank of Colonel showed a dip in the patriotism factor, 89.7% compared to near 100% for others.

Opportunity for Command

Only about 25% of all LTC's and much less than one-half that many COL's are ever selected to command units in the Army. Command is regarded to be the single most important road to and measure of success, even though the dual tracked Officer Personnel Management System attempts to slightly soften its importance. Command is important because it is made possible for LTC's and COL's only by external board selection, and it is almost always a prerequisite for other selections. (Only 2 Colonels, on a recent Brigadier General promotion list, who had not commanded at that level were selected for promotion.) So, attitudes about command opportunities among this group, particularly as they affect retention should be of interest.

Rank

Rank causes a slight split in attitude about the incentive that command opportunity provides. 91.5% of LTC's were still motivated by it, but only 84% of COL's were, reflecting, perhaps, an opportunity diminished by the smaller number of Colonel-level commands. No appreciable difference is noted for officers who came from military

families, when compared to those who did not. Length of AFCS, years planned to stay in, or highest expected rank appear not to stratify this variable. Thus, by all measures, command opportunity remains to be an important retention incentive to successful commissioned officers.

Serving with Soldiers

The opportunity to serve with soldiers is what the business of being in the Army is all about. Little should come ahead of the professional officer's devotion to them and their welfare. Rank does not appear to greatly differentiate an officer's perception of serving with soldiers as an incentive to stay in. The same appears to be true for respondents with respect to military family background. The sub-group with 17 years or less of AFCS showed the lowest preference among the rest, 84.6% to greater than 91.7%. Years planned to remain on active duty did not stratify the results appreciably. There appears to be a slight lessening of serving with soldiers as a retention incentive for those aspiring to all categories of General Officer rank, (87.5%), when compared to those aspiring to become a Colonel, (94.3%). This probably reflects the fact that as one rises in rank his opportunity for association with junior soldiers is lessened.

Level of Family-Related Program

Question 13, 19 and 30 deal with various attitudes on the level from which Army family programs emanate in general, and the effectiveness of unit sponsored programs in particular. In general a majority of the population demonstrated a preference for the effectiveness of small unit programs. Colonels showed greater faith in programs which sprung from division level and below than did LTC's, (76% to 63.2%), with more than

one-third of the LTC somewhat suspicious of the effectiveness of small-unit family programs. Those from military families tended to be slightly more supportive of unit-level initiatives. Those serving between 20-21 years AFCS, the mode of the class, showed marked less approval of unit level family programs than any other sub-group. Only 52.5% were supportive, while the other sub-groups of significant size measured a 74.4% to 78.3% approval rate. Those desiring to stay in for 30 years or more show the most consistent support for unit level programs. Rank expected before retirement does not appear to stratify feelings toward the level of family program and its effectiveness.

The next question compared Army-level family programs with unit-level ones. A simple majority, (54.5%), of the population showed preference for the effectiveness of unit level programs. Rank played little difference in opinion, and the distribution of agreement-disagreement responses approached bell shape, with a slight skew toward agreement. Once again, those from military family backgrounds showed a small preference for unit-level programs, (61.6%), when compared to those not from military families, (53%), and only one-half the rate of disapproval. When compared to years AFCS, an increasing trend toward disapproval emerges as one serves longer. 61.6% of those with 17 years service or less opt for unit level programs, while 53.2% of those serving for 22 years or more voice approval. On the other hand, only 31% of those who desire to stay in the Army for 25 years or less, demonstrate their support for unit-level over Army-level programs; compared to those who wish to stay 26 year or more, (60.5%). There may be a significant difference at this natural career break point, and it may reflect a dissatisfaction based upon an unsatisfactory experience with a unit-level

family program. Level of rank to which one aspires appears not to affect the population's opinion on program level.

Another question in this series, (30), examined the strength of incentive to stay in provided by belonging to a unit which showed genuine concern for soldiers. The population related relatively strong support for the notion, (66.4%). COL's were only slightly more positively affected by a caring unit, (72%), than LTC's, (65.2%). Coming from a military family or not made no difference on one's opinion. Those with 21 years or less AFCS feel stronger about caring units as an incentive to stay, (70.2%), than those with 22 years or more, (57.7%), probably reflecting being in small units when caring was not a priority. Those planning to stay 30 years or more before retirement displayed much higher inclination toward caring units than any other sub-group, by over 13 percent. Our aspiring General Officers are much more supportive of and attracted by caring units, (87.5%), than aspiring Colonels, (58.9%). This spread of nearly 30 per-centage points may be significant considering that, if these officers are accurate in the prediction of the rank they attain, and assuming that they will then be in positions of high policy making authority, they will likely push and manage the management of family programs downward, rather than upward.

Beyond examination of the level from which the family program evolved, various programs, services and subject areas of interest were also studied through cross-tabulation. By visual examination of the variables that appear to be related, and which generally conform to the groupings of the hypotheses, four distinct groups emerge, and they will be discussed in the order: economic factors; traditional benefits;

mobility; and social services.

Family-Related Economic Factors

Considered here are the adequacy of the pay and allowance system; the adequacy of the retirement system; and the opportunity for promotion; all from the standpoint of their strength of incentive to stay in the Army.

Pay and Allowances

COL's and LTC's are of nearly equal opinion on the value of the pay and allowance system as an incentive, varying from a 56% to 60.7% rate. Similar agreement was found among families from military and non-military backgrounds. A relationship exists between years AFCS and beliefs about the adequacy of the pay and allowance system. 42.2% of those with 17 years or less viewed pay as an incentive, while among those with 22 years and over, 73.1% viewed the system as an incentive. This probably reflects the younger officer's deeper familiarity with pay scales in civilian industry and perhaps because this sub-group, (17 years or less AFCS), is composed largely of "fast-burners", they realize their true market worth. Those who plan to leave the Army soon, i.e., between 22-25 years service, seem to be making that choice on economic grounds. (This seems to conform nicely to the model for satisfaction of basic needs prior to those of a higher order.) 51.9% of these people do not see the pay system as an incentive to stay.

The attitude shifts dramatically at the 26 year retention point to where 67.5% see pay as an incentive. Those who aspire to make Colonel rank seem "to be in it for the money", as 64.2% are attracted by the pay

incentive! Of the 31 who expect to be promoted to BG, MG or LTG, only 45.2% see an economic incentive with an equal number seeing no monetary incentive at all. Again this group is realistic viewing issues of comparable compensation for level of responsibility, and the mandated "pay cap" that has, by that time, limited practically all but the most junior General Officers to \$68688 annual salary.

The Retirement System

The popularity of the retirement system is hard to challenge. This population views it as a very real incentive by a margin of 90.9% to 5.6%. Rank and military family background appear to have little to do with this opinion. The sub-group with 17 years or less AFCS had 100% agreement in the system's adequacy as an incentive, while those between 18-19 years registered only 81.4%. There seems to be, with the exception of the 18-19 year sub-group, an inverse relationship, however slight, between years AFCS and view of the retirement system's adequacy as an incentive to stay in the Army. Based upon the view toward the pay system, one would expect the opposite result to be the case. With respect to the number of years one plans to stay in the service, there is a different relationship -- one that is expected. Those wishing to leave as early as possible, view the retirement system incentive in a more negative light than do those who wish to stay for 30 year or more, (74.1% to 97.1%). Those aspiring to become MG through GEN quite rightly see the incentive that the retirement system gives them in particular. Even though their pay is "capped" while on active duty, they still accrue raises at the 75% retirement pay rate after 30 years. So, it is not surprising that 96.9% of them see the system as an incentive, while a smaller number of Colonels so view it.

The Promotion System

Within the 30 years or more that this population expects to serve the vast majority will receive only five promotions, (from 2LT to 1LT, CPT, MAJ, LTC, and COL). A very select few will get as many as four more. So promotion, its possibilities, and all of its promise, is as close to an ultimate event as the military services have. While support for the system is large in this group, (79.9% view it as an incentive to stay), one could expect a successful group, such as this, that has passed through the winnowing process relatively unscathed to show even more enthusiasm for the promotion system. COL's viewed it as less of an incentive than did LTC's, (70.8% to 81.8%), reflecting their diminished chances of receiving further promotion. Military family background made little difference in one's opinion. With respect to years AFCS no trends were apparent, with the 18-19 year group, (68.3%), sticking out again. These officers are in or approaching their first time eligibility for selection "below the zone" to Colonel. The Army has been reluctant in past years to select from below the zone, and their apprehension at the chance for selection is probably reflected here. An interesting break occurs in thinking about promotion opportunity as an incentive when contrasted by years one plans to stay in the Army. The break point is again at 26 years. For those desiring to retire as soon as possible, (22-25 years), only 55.6% evoke the promotion incentive, while 90.8% of those who plan to stay for 30 years or more are lured by the prospect of promotion. As would be expected nearly ninety per cent of those who expect to achieve General Officer rank are attracted by the promotion system, nearly 12% higher than for those expecting to reach Colonel.

Family-Related Benefits

Traditional benefits of a career in the Army include its Medical and Dental coverage, and the privileges of Post Exchange and Commissary shopping. As three separate entities, this group sees them as incentives with barely a majority vote. One can expect to see some volatile swings in opinion concerning these three benefits when they are dissected by the demographic variables.

Medical Benefits

The medical system has, over the years, suffered structure cuts, reduced service for family members and retirees, and the uncertainties of "contracting-out". Only 55.9% of the LTC's see the system as an incentive, compared to 76.0% of the COL's. 35.6% of the LTC's see the system as negative motivation for retention. Only 46.2% of respondents from military families view the medical/dental system as an incentive, compared to 62.4% of those from non-military backgrounds. This might reflect their first-hand knowledge of benefit erosion over an extended period. Generally, one's opinion of the system as an incentive decreases as years AFCS increases, with the exception of the 18-19 year sub-group that once again stands out with low scores, (48.9% agreement - 20-25 points lower than others). Generally, the longer one desires to stay in the military, the higher is the incentive value of the medical/dental system, the break point again at 26 years. 61.9% of those who expect to make either COL or BG see the system as a benefit, and yet only 47.6% of those who expect to reach MG, LTG, or GEN feel that way.

Commissary Privileges

It is safe to say that officers are seldom commissary shoppers,

leaving that chore to the spouse! But they do have opinions on this benefit which they seldom personally use. There is little disagreement between LTC's and COL's about the incentive value of the commissary. More LTC's see the commissary as a negative incentive, at rate 2-1/2 times that for COL's. Again officers from military family backgrounds see the erosion in the commissary advantage, with 53.8% in approval, while 60.7% from non-military family backgrounds believe the system is a positive incentive. (Even though this difference is small, it shows a trend for perception of incentive between benefit variables.) The trend toward an increasingly strong view of the commissary as an incentive is present as one has more years of AFCS, with the exception again of the 18-19 year sub-group, which showed only a 37.2% approval rate. Those planning to retire before the 25 year mark show consistently small approval rates for the commissary as an incentive, (41.4%), as they do in other benefit areas. The high point is with the 26-27 year sub-group. Those expecting to reach MG and above before retiring seem less enthralled with the commissary as an incentive to stay around, (38.1%), than do the COL and BG destined, (63.6%), adding support to the popular belief that it is somewhat "tacky" for high ranking officers to spend time in the commissary!!

Post Exchange Privileges

The Post Exchange system received fairly low overall acceptance, (52.4%), as a retention incentive, probably due to the perception that there is similar quantity and value available elsewhere. Rank has very little effect upon the issue. Those from military family backgrounds continue the trend of long term recognition of benefit erosion, with 42.3% seeing an incentive, while those from non-military backgrounds, are

more prone to see the PX as an incentive, (53.9%). Again, as the number of years AFCS increase so does acceptance of the PX system as an incentive, with the exception of the 18-19 year sub-group, (only 35.6%). Planning to retire before the 26 year point shades one's view of the incentive of the PX system to remain on active duty. Little more than 41% are attracted by it. Of the 17 officers who expect to be promoted to Major General only 6, (35.3%), are attracted by the prospects of PX shopping. COL and BG aspirants will remain the best customers, (54.2% and 63.6% respectively).

Family-Related Mobility Factors

It is not uncommon for an officer and his family, who have served for twenty years or more, to have moved 15 times or more. Each move was done at considerable expense to the family: monetary; to "roots" that never seem to get established; to the childrens' friendships; and often to the marriage itself. Some of the moves have created geographical bachelors out of both spouses. Sometimes, duty within one of the moves caused family strain. Four areas were examined for their value as an incentive: the opportunity for the family to travel; the experience of living in foreign lands; long periods in the field away from the family; and peacetime unaccompanied tours. While these have been discussed to some degree beginning on page 12, a closer examination of the component parts will prove useful.

Travel Opportunities

COL's and LTC's are of nearly equal mind about the opportunity for their families to travel as an incentive, (67.8% - 68.0%), as are military families and non-military families. Those in the 22-23 years

AFCS sub-group report the lowest acceptance of family travel as an incentive, (54.2%), probably because of the disadvantage it poses for their high school age children. The family travel incentive is fairly evenly viewed regardless how long one desires to remain on active duty. Those who aspire to become Brigadiers see the family travel incentive in the strongest light, (90.0%), followed by MG's at 68.5% (Realistically these officers will have, by that time, a family consisting largely of only a spouse; perhaps they look forward to being able to travel exclusively with him or her.)

Foreign Living

The incentive of experiences living in foreign lands is a fairly popular one for this population, (76.2%). COL's are much more agreeable to the idea, (92.0%), than are LTC's, (72.9%). Military and non-military backgrounded families view the positive incentive aspects equally, (76%), but respondents from families without military beginnings are twice as likely to see foreign living as a negative incentive. For significantly-sized sub-groups, the incentive for foreign living decreases as years of AFCS increase, to the point where only 54.2% of the 22-23 year sub-group sees it as an incentive, again probably reflecting concern over moving high school age children. There appears to be a steadily increasing view of foreign living as an incentive the longer one plans to remain on active duty, up to the over 30 year point. It then drops from 84.6% for the 30 year group, to 66.8%. Those destined to become General Officers appear slightly more inclined to welcome service overseas than do Colonel aspirants, (75.0% - 66.3%).

Family Separation

While the previously discussed mobility factors had high incentive value, those involving family separation, in its various forms, had quite the opposite worth. 78.4% view long periods away from the family, such as field duty and TDY, to have negative incentive value. Rank made no difference in viewpoint. Officers from military family backgrounds were less likely to accept view family separation as a negative factor, (61.5%), compared to those with non-military family influences, (82.1%); but, the military background sub-group had a huge "undecided-not sure" attitude, perhaps reflecting the uncertainty of a missing parent during their own childhood. Those with 17 years of less AFCS, and those with 20-21 years felt strongest about time away from the family, (84.6% - 86.9%). The time one plans to remain on active duty, and the rank one expects to achieve before leaving, does not appear to differentiate the negative perception of this issue to any degree.

Peacetime Unaccompanied Tours

Peacetime unaccompanied tours are the least popular of all among family mobility factors, with 81.5% viewing them as negative incentives. Colonels seem to have somewhat less of a problem with this issue, (72.0%), than do LTC's, (84.7%). Those from military family beginnings again have a less strong negative feeling about unaccompanied tours, (65.4%), and retain a 3:1 undecided emotion about the issue, when compared to the other group. The sub-group with 20-21 years expressed the strongest negative feelings about unaccompanied tours, (91.8%), probably because most have been in long enough to have served 2 or 3 already, and will stay long enough to get yet another one. This seems to be borne out by examining how long one plans to stay in the Army. The

high points of negative feeling are reached at the 26 and 30 year marks, (92.1% - 88.5%). Expected rank to be achieved appears to make little difference on attitude toward the undesirability of unaccompanied tours as retention incentives.

Family-Related Social Services

The existence of the U.S. Armed Forces as a huge social services organization as well should not come as a surprise. A significant proportion of the budget and annual outlays are dedicated to social services for military families. Some have already been discussed, such as the medical and dental care system, under other arbitrary categories. Four that seem undeniably wedded to Army family policy were examined: the availability of government housing; the availability of child-care centers; the services provided by the Army Community Services (ACS), and the services provided by the Chaplaincy, all in the context as incentives for retention. As a category these are not strong incentive programs for this population of successful Army officers, their value as strong incentives ranging from 9.1% to 31.7%.

Family Housing

The availability of family housing provided the strongest incentive of this category of social services. LTC's were least attracted by the availability of government quarters, (30.5%). Fewer officers from military backgrounds view the government quarters issue as a negative incentive, (42.3%), than did officers whose family had no military background, (56.0%). Housing availability provided the greatest incentive to those with 20-21 years AFCS, (36.6%), and was viewed most strongly as a negative incentive to the 18-19 year subgroup. Those

planning to stay in the Army for more than 30 years see availability of government quarters as a relatively strong incentive, (56.3%), an apex of popularity in the family housing issue. (What families desiring to stay in the Army for 30 or more years really want in government quarters is that chance to live in the "big old quarters" associated with higher rank at most every installation.) Those with the largest expression that quarters are not an incentive to stay, were those in the 25 years or less group, (69.0%). No particular trends emerged for rank sub-groupings with respect to the housing availability issue.

Child Care Services

Day care centers may appeal to some groups within the military services, but hardly any other issue provides less of an incentive to stay in for this population of successful officers. That is not to say that this group does not, or has not in the past used them. In former times the "Post Nursery", as it was called, was run by the Officer's Club, the NCO Club, or a consortium of both. Now the names have been changed, the service has a more professional atmosphere, they are run by appropriated and non-appropriated funds from within the community operating budget, and they are big business. A popular stereotype, perhaps not entirely fair, holds that they are an indispensable godsend for the unwed female soldier. More typically they serve working spouses, and single soldiers of either sex.

With respect to day care centers, COL's find them less attractive, (88.0%), than do LTC's, (74.4%); and as a sign of their closeness to social issues, 11 LTC's, (9.4%), saw them as incentives. Officers from military family backgrounds see day care centers as less of a negative

incentive than do their counter parts by 12 per-centage points but, as in many issues discussed here, many remain highly undecided. As might be presumed, officers with the least number of years AFCS find higher incentive value in day care, (23.1%), than any other sub-group, and smallest rate of viewing the issue negatively, (53.9%). Relationships concerning the subject and years remaining on active duty are not readily apparent. 15.6% of those who believe they will become General Officers see day care as an attraction, twice the rate of those who view the rank of Colonel as their limit of advance.

Army Community Services

The Army Community Service, (ACS), was formed over 15 years ago primarily to assist Army families in need, under a variety of circumstances. Since then it has transformed from an all-volunteer "lending closet" to a funded agency that has a significant proportion of paid "professional" staff. Some old time volunteers resent that transformation because they prefer the volunteer nature of such organizations and continue doing so for no reason but the duty and good feeling of it all, and because of an incursion of what appear to be very inefficient, unempathetic "social welfare types".

Rank appears to make little difference in explaining why ACS is held in such low esteem as an incentive for retention. Former relationships shown for officers from military and non-military family backgrounds continue for this issue: higher rejection by those of non-military family background; and more uncertainty on the question by those with military family beginnings. Similarly, those with 17 years AFCS or less are the strongest believers that ACS provides an incentive to stay, (15.4%).

Neither years of planned service, nor the rank to which one aspires appear to affect ones opinion of ACS as an incentive.

Chaplain Services

The services provided by the Chaplaincy range from chapel services with all the Sacraments of the three major religions, good works in the community at large, staff guidance and counsel to units, to spiritual comfort on the battlefield. While the first two services are not unique to the military, the last two are wholly so. Both ranks view the positive aspects of the Chaplaincy's works similarly, but, LTC's were more prone to take a negative view. Officers with military family backgrounds were more inclined to view the Chaplaincy as a positive incentive, (32%), but still retaining a large undecided position, (40%). Those with 18-19 years AFCS were more inclined to see the Chaplain's works as an incentive to stay in, (33.3%). Interestingly, those planning to retire as soon as possible, (22-25 years) have the highest opinion of Chaplaincy services as an incentive, (44.4%). Those who expect to become BG's before they retire have the highest view of the subject as an incentive, (45.5%).

Factor Analysis - Identifying New Variables

The discussion in the previous section was centered on trying to describe family-related and other factors with observable or logical interrelationships. That was done with little more regard for statistical relationship than that which one could "eyeball". That makes for a good starting point, and perhaps some lively cocktail party discussion, but often it is questionable science. SPSS provides such a

statistical technique to assist in finding factors, (new variables), which can explain the data in an interrelated way - factor analysis.

"Factor analysis is a statistical technique used to identify a relatively small number of factors that can be used to represent relationships among sets of many interrelated variables. The basic assumption of factor analysis is that underlying dimensions, or factors, can be used to explain complex phenomena. Observed correlations between variables result from their sharing these factors."⁸

The Procedure

SPSS takes the data through a four-step process which will be discussed in summary form here. Selected statistical printouts can be found in Appendix 3-4-1. The program initially computed a correlation matrix for all 52 variables to identify variables that do not appear to be related to each other, and gain some insight from the statistics provided about the appropriateness of using the factor analysis model. The program provides several aides to evaluate the value of the data. Bartlett's test of sphericity value was 2615.3877, with an associated significance level of .00000. The literature recommends to accept that the population of the correlation matrix is an identity when the test value is quite large and the level of significance quite small.⁹ Thus, based upon this test, the data and use of the factor model has merit. Another test of the data is the partial correlation coefficient, determined by comparing the proportion of relatively small coefficients from the matrix of anti-image correlations. Ideally there will be a higher proportion of small coefficients. Since no numerical guidance was provided, coefficients above .75 were considered to be large. Only 26.8% fell into this criterion, lending confidence to the data. Finally, the

program provides the Kaiser-Meyer-Olkin measure of sampling adequacy index. Measurements in the 0.90's can be characterized as marvelous, in the 0.80's as meritorious, in the 0.70's as middling, in the 0.60's as mediocre, in the 0.50's as miserable, and below 0.5 as unacceptable.¹⁰ The computed value for this study was a stunning 0.69999, about as close to "middling" as one can get, and still be mediocre!

The next steps, extraction and then rotation, have the objectives to first determine the factors needed to explain or describe the data, and then, through rotation, to transform the data into something this is easy to interpret. Three methods of extraction were selected for use in the program: principal axis factoring; principal components factoring; and unweighted least squares. Varimax rotation was selected. The principal axis factoring extraction method, with varimax rotation produced the most interpretable results, and will be discussed here.

Thirteen factors emerged, shown in Table 2-1, which describe 71.2% of the data. Coefficients with a value less than 0.5 were blanked, thus note that factor number 12 did not register a value. Factors were not considered where Eigenvalues below 1.0 occurred. Note the scree plot found in Appendix 3-4-18. If one selects the point where the steep slope tapers off to a gradual one, (the scree), between 5 and 7 factors appear to cause the greatest variance on the data. In order of Eigenvalue magnitude, factor 1 explains more of the data, than does factor 2, and so on. All 13 factors describe 100% of the data.

The New Variables

The 12 factors, (new variables). identified by the analysis are discussed below, together with their new names, and the former variable

names and question numbers, which when combined together, make up the new factor or new variable.

TABLE 2-1			
<u>NEW VARIABLE</u>	<u>FACTOR #</u>	<u>OLD VARIABLES INCLUDED</u>	<u>QUESTION #</u>
Social Services	1	Services by Chaplaincy Services by ACS Child Care Available + Three Coefficients ≤ 0.5	37 36 35
Job Commitment and Satisfaction	2	Importance of What I Do Satisfied with My Job Serve with Soldiers Feeling of Patriotism + One Coefficient ≤ 0.5	45 50 46 33
Traditional Benefits	3	Retirement System Commissary Services Medical/Dental Care Opportunity for Promotion Adequate Pay PX Services + One Coefficient ≤ 0.5	49 47 38 52 32 48
Absence from Family	4	Undesirable Posts Unaccompanied Tours Time Away from Family	43 42 41
Family Program Level	5	Unit Programs Effective Unit Programs Effective Unit That Is Concerned	13 19 30
Peripheral Attractions	6	Educational Opportunities Community Involvement + One Coefficient ≤ 0.5	26 28
Satisfaction and Fulfillment	7	Enjoy Military Career Doing Something Useful	14 18
Travel Opportunities	8	Opportunities to Travel Foreign Living	25 29
Career Planning	9	Able to Plan My Life + Two Coefficients ≤ 0.5	24
Command Opportunities	10	Opportunity to Command	40
Family-Related Feelings	11	Family Likes the Army + One Coefficient ≤ 0.5	22

(Continued)			
<u>NEW VARIABLE</u>	<u>FACTOR #</u>	<u>OLD VARIABLES INCLUDED</u>	<u>QUESTION #</u>
Perceptions of the Army	12	Two Coefficients ≤ 0.5	
Importance of Family Programs to Soldiers	13	Family Programs Important	15

Table 2-1 New Variables

The model holds that Factor 1, (Social Services), explains a higher proportion of the total variance than does Factor 13, (Importance of Family Programs to Soldiers). (See Appendix 3 for details). SPSS computes both "initial" and "final" statistics, the latter of which produces the maximum likelihood solution. Simply stated, if Eigenvalues of 1.0 or greater are accepted as the decision point to consider the relevance of a factor then, in the maximum likelihood solution, only 8 factors are available to explain or represent 49.7% of the data.

The data provided by the factor analysis technique are significant to the study. The new variable, Social Services, is the most important factor represented by the study in explaining the results. Recall from previous discussion, that reaction to these services by this successful group of officers as retention incentives was wholly negative, or at least not important to the decision process for retention. Factor 2, Job Satisfaction and Commitment, was the most positively significant factor represented as a retention incentive, followed by Traditional Benefits, Factor 3. The next logical step was to examine the new variables through cross-tabulation against the demographic data in a manner similar to the initial cross-tabs examination.

Cross-Tabulation of New Variables

A different presentation technique will be conducted for the new factors than was done in the initial cross-tabulation results, albeit in a much more summarized form. For it should be apparent by examination of the new variable titles that there exists a closeness to the initial "eyeballed" groupings. However, three additional manipulations of the data were performed in an attempt to normalize what appeared at first to be problems with the results.

First, chi-square and Cramer's V statistics were requested in order to provide a basis to help judge validity and significance of the data. Next, response values were altered from 0-4 to 1-5, believing that the zero may have played some effect upon computer calculations. This proved to be an erroneous presumption on the author's part and the manipulation itself had no effect on the data. Finally, in an attempt to reduce the degrees of freedom, (ultimately the numbers of cells in the cross-tabs matrix with less than 5 responses), certain data were combined, or transformed. For instance, question 10 asked for the number of dependents other than the spouse, and provided for choosing up to 9. Since no one selected more than 6, and only 8 chose four, as many as 15 cells with less than 5 responses could be eliminated by rolling up all the last several categories into "3 or more". This little manipulation had an expected, acceptable effect on the data, and lent more confidence to the results.

The matrix printouts are found in Appendix 3. Generally there is significance in or between the data if the chi-squared significance coefficient is $\leq .050$. That is not to say that findings are invalid if

the values are $>.05$, merely that there is no significant difference represented among the variables. The values 1-5 across the top of the matrix represent a decreasing strength of an incentive to stay in the Army as the value increases, with a neutral point, (3). Table 2-2 provides a tabular portrayal of the first 8 new variables cross-tabulated by nine demographic variables. (Underlined values highlight areas where a potentially significant difference exists among the variables.)

TABLE 2-2										
<-----CHI-SQUARE SIGNIFICANCE COEFFICIENT----->										
FCTR: MEAN	RANK	ETHN	MLFM	AFCS	TPSP	YRST	RKEX	DEPS	EDLV	
1 3.66	.623	.142	.257	.128	.921	.418	.195	.484	.172	
2 1.29	.535	.875	.414	.894	.732	.261	.999	.751	<u>.000</u>	
3 2.05	.170	.443	.314	.231	.867	.230	.869	.666	.253	
4 4.04	.227	.901	<u>.086</u>	.659	.895	.499	.967	.487	<u>.031</u>	
5 2.20	.528	.919	.952	.607	<u>.018</u>	.204	.782	.936	.992	
6 3.53	.971	.736	.934	.135	.904	.496	.500	.805	.934	
7 1.39	<u>.087</u>	.255	.740	.469	.509	<u>.044</u>	<u>.080</u>	.466	.174	
8 2.22	.504	.450	.481	.777	.258	.826	.557	.592	.819	
RANK = Rank						YRST = Years Planned to Stay				
ETHN = Ethnic Group						RKEX = Expected Rank				
MLFM = Military Family						DEPS = Number of Dependents				
AFCS = Active Federal Commissioned Service						EDLV = Educational Level				
TPSP = Temporarily Separated from Spouse										

From Table 2-2 one can generalize that there will be little difference found in retention attitudes for the eight new factors among ethnic groups, based upon years AFCS, or based upon the number of dependents in the family. Table 2-2 suggests that rank may delineate the overall Satisfaction and Fulfillment factor. In fact, 76.0% of Colonels, compared with 57.6% of LTC's, show strong agreement in factor. Similarly

the table points to differentiation in the Military Family Background factor, and the area of Absence from Family. A review of the matrix printout confirms that 75.9% of those officers from non-military family backgrounds view the absence from family issue as a negative incentive to retention, while only 57.7% of those from military families do so. (As identified earlier, factor analysis does not diminish the high percentage of uncertainty with which the military family background group views this particular issue.)

Temporary Separation from Spouse

The demographic factor of temporary separation from one's spouse was examined. In most new factor areas this issue seemed to make little impact upon opinion. One factor, Family Program Level, did produce some stratification that appears to be significant. Recall that temporary separation for this group usually involves leaving the family at or near a former duty station for the spouse's career enhancement, or educational continuity for the children. The sub-group does not include those who are legally separated. This is a small sub-group, (10), and one must be cognizant of the power that small numbers have in biasing an analysis. Never-the-less, only 40% of this small sub-group see small unit programs as an incentive to stay in, compared to 70.4% of those officers whose family unit is together. 50% of this temporarily separated group showed uncertainty about the strength of incentive that small unit programs had, compared to only 19.5% of those who are attending the course with their spouse.

Career Intentions

The number of years that one plans to remain on active duty appears

to effect ones opinion of the Satisfaction and Fulfillment factor as an incentive. But since everyone was in the "definitely to probably an incentive to stay", positive categories, the data only confirms that which should be obvious: if an officer finds fulfillment in a profession, he will likely continue it. The particular rank expected to be achieved before retirement also appears to have a significant effect upon how one views Satisfaction and Fulfillment. Again, only a difference in degrees of positiveness was displayed here.

Level of Education

One final demographic variable, Educational Level, highlighted two new areas with potentially significant differentiated results. The value of Job Commitment and Satisfaction as incentives appear to decrease, (ever so slightly), as educational level increases from the bachelor toward the doctoral level. But one must be wary of small numbers here once again, even though the statistics provided to judge validity are strong by any measure. With regard to the Absence from Family factor measured against this variable, several interesting relations appear. 85.7% of those with doctoral level education see absence from their families as strong negative incentives, while only 46.7% of those with bachelor degrees do. A similar 46.7% with bachelor degrees are uncertain on this issue, while only 14.3% with doctoral degrees show uncertainty.

One-Way Analysis of Variance (ANOVA)

Up to this point we have assembled a considerable amount of data on the subject, but in order to determine if it is attributable to anything other than chance distribution, a one-way analysis of variance, (ANOVA),

was conducted. The procedure tests the Null Hypothesis which states that there are no true differences between sub-groups attributable to the variables being considered. To succeed in a rejection of the Null Hypothesis would lead us to believe that differences do exist between the variables. Statistics provided by the procedure assist in rejecting the Null Hypothesis; the F ratio; and F probability. (It is not undesirable to not find differences between various groups, i.e., to support the Null Hypothesis.) "The observed significance level is the probability of obtaining an F statistic at least as large as the one calculated when all population means are equal. If this probability is small enough, the hypothesis that all population means are equal is rejected."¹¹

The Procedure

An F probability of 0.035 means that chance distribution explains the results only 35 times out of 1000 -- a good basis for rejecting the Null Hypothesis in this example. Table 2-3 provides a matrix comparing the twelve new variables determined by factor analysis with all 11 demographic factors. F ratios >1.0 , with an associated F probability of ≤ 0.15 , were selected as ones which reject the Null Hypothesis, or which contain results within sub-groups that are possibly significantly different. In other words, only 15% or less of the differences observed between groups will be attributable to chance. Matrix cells left blank indicate that the Null Hypothesis is supported, or that the explanation for the data could be due to chance alone, or that no differences exist between sub-groups. Four new variables, in addition to those used in Table 2-2 are: 9 - Able to Plan Life; 10 - Opportunity to Command; 11 - Family Likes Army; and 13 - Family Programs Important. Demographic variables not used in Table 2-2 include: SEX; and MARR - Marital Status.

ONE-WAY ANALYSIS OF VARIANCE											
<-----Demographic Factors----->											
NEW											
FACTOR	RANK	SEX	ETHN	MLPM	AFCS	MARR	TPSP	YRST	RKEX	DEPS	EDLV
1						1.77 .12			1.85 .11		
2				2.57 .11				1.71 .12			<u>4.41</u> <u>.01</u>
3											
4	3.05 .08	7.34 .01		<u>2.85</u> <u>.09</u>						1.93 .13	<u>2.62</u> <u>.05</u>
5											
6					2.92 .02						
7	<u>2.94</u> <u>.09</u>	3.37 .07						<u>2.25</u> <u>.04</u>	<u>2.03</u> <u>.08</u>		
8	2.23 .14										
9		2.20 .14	2.56 .11					1.99 .07	2.08 .07		
10		2.18 .14								1.93 .13	10.48 <.00
11	2.33 .13					2.39 .04	2.17 .14				
13				4.55 .03					3.08 .01		

Table 2-3 One-Way Analysis of Variance

Comparison of Tables 2-2 and 2-3 show a "validation" of underlined chi-square significance coefficients, in that they also appear underlined in corresponding F statistic cells in Table 2-3. The cell at the intersection of "Temporary Separation from Spouse", and new factor 5, "Family Program Level", is highlighted by Table 2-2, but not in the one-

way ANOVA matrix. Inspection of one-way ANOVA printouts shows however, that chance explains only 17% of the results, very close to the arbitrary standard set in the study. By including the sex and marital status demographic factors, and the four not previously considered new variables, 16 additional areas emerge where potentially significant differences among sub-groups occur. It should be pointed out that the last four of the twelve new variables determined by factor analysis account for only 6.7% of the data in a progressively smaller amount. So their significance should be considered to be represented by correspondingly smaller values.

Another caution exists in the process of interpreting this data. Initially the sex variable was to be excluded because the entire population contained only 3 females, and inspection of the response frequencies revealed that 5 had responded. This disturbing bit of information means that either ≥ 2 but ≤ 5 males incorrectly scored the mark sense forms, or equally described sets of wives took the survey! The latter hypothesis is considered the least likely, albeit the least desirable for the validity of the survey. What results from inclusion of the sex factor is a matter of interest only, and is most probably not statistically significant. It reflects, however, only one difficulty in obtaining meaningful data from such a small, important segment of this successful population, one that tends to be under represented not only by sheer lack of numbers, i.e., the female officer.

"A significant F statistic indicates only that the population means are probably unequal. It does not pinpoint where the differences are."¹²
The Scheffe multiple comparison procedure is available to help determine

which sub-groups are different from each other. That test was not included in this one-way ANOVA routine. However, the visual inspection method, while providing very little protection, can probably be used when the number of sub-groups and matrix cells is relatively small.

Analysis of Highlighted Results

The sub-section that follows will complement the other sub-sections preceding it, in that the discussion will cover those areas of significant differences highlighted by the one-way ANOVA technique not previously discussed, where discussion is possible.

The Importance of Rank

Rank has some impact upon how this group perceives their family's view of liking or disliking the Army. 88% of the Colonels feel their families like the Army, while of the LTC's, only 64.5% are in agreement. It is entirely possible that age of children is again a factor here. Presuming that LTC's have younger children who must suffer the disadvantages of several schools in as many years, their attitude will be correspondingly negative. The sex factor will not be discussed for reasons stated previously.

Ethnic Groups

Ethnic grouping was examined in the study as a demographic variable. The traditional groupings of White, Black, Hispanic, Oriental, and Other were selected to describe the population. Initial frequency responses suggested that Hispanics were considering themselves to be White for purposes of this classification, and that Orientals might be choosing the Other category. Data was transformed into "White" and "Non-White" categories so that some use could be made of it. Visual analysis done

previously showed little reason to suspect differences between the groups for the variables. In the ANOVA matrices however, two relationships emerged. 76.9% of Non-Whites felt positively that they had been able to plan their lives in the Army, while only 51.5% of Whites had that reaction. Whites disagreed with this statement much more strongly, (27.7% to 7.7%), than did Non-Whites. ANOVA and transformation of data also highlighted the apparent fact that Non-Whites tended to be slightly more supportive of the concept of the importance of family programs for soldiers and their families, (100% to 86.9%).

Marital Status

Marital status has some effect upon how this group views the Social Services factor. 70% of the officers who had remarried, (after either being widowed or divorced), felt that this variable was not a strong incentive for them, while 57.8% of those married for the first time were of similar feelings. Even though some relationship appears to be possible between marital status and how the family likes the Army, it was not apparent to visual inspection.

Geographical bachelors have weaker views, (50%), that their families like the Army, than do those whose families live with them, (72.7%); and they show much stronger disagreement with the notion that their family likes the Army, 30% to 10.2%. This shouldn't be surprising, as spouses pursuing careers, and the demands of properly educating children are among two of many great strains placed upon mobile Army Families.

Career Planning

The years one plans to stay on active duty before retirement affects one's perception of ability to plan one's Army career. 60.3% of those

who desire to stay 30 years or more agree with their ability to career plan, compared to only 41.4% of those planning to stay for 25 years or less before retiring. The rank one expects to achieve before retirement is also a factor on how one perceives his/her career planning ability. Those believing they will make General Officer rank are more strongly positive in their planning ability in the Army, (62.5%), than those who feel they will only reach Colonel, (51.9%). (Interestingly enough, two officers in the Class of 1986 believe they will not advance beyond their present rank of LTC, and they both disagree with the concept of being able to plan one's life in the Army.

Opportunity to Command

Those with three or more dependents see opportunity to command in a stronger light, (96.0%), as an incentive to stay in the Army than do those with fewer dependents, so that of those with no dependents, the number is reduced to 80% -- a relationship that tends to underscore the heavy family orientation of this particular population of successful officers. The view of command opportunity as an incentive for retention also appears to be strongly affected by education level. Of those from Law, Medical, and miscellaneous Doctoral disciplines, only 54.5% were attracted by the prospects of command, while 92.4% of those with Bachelor and Master degrees were attracted by command. These figures reflect the real prospects of command for officers from the specialty branches, where command is seldom either a possibility or "required" to be considered "successful".

ENDNOTES

1. Kenneth A. Anderson, LTC, Retention Survey: Class of 1980, p. 41.
2. Ibid., p. 4.
3. Ibid., p. 40.
4. Ibid., p. 41,
5. Department of the Army, Survey Estimate of Retention of Army Personnel. (Washington: Government Printing Office, 1969), p.31; and Department of the Army, Survey Estimate of Retention of Army Personnel, (Washington: Government Printing Office, 1971), p. 11.
6. James J. Foley, Jr., MAJ, The Erosion of Fringe Benefits and its Negative Effect on Attitudes and Career Intentions of Regular Army Officers, p. 104.
7. Anderson, p. 44.
8. Marija J. Norusis, "Identifying Dimensions of Communities: Factor Analysis," SPSS/PC+, 1986, p. B-41.
9. Ibid., p. B-44.
10. Ibid., p. B-45.
11. Marija J. Norusis, "What's Your Proof? One-Way Analysis of Variance," SPSS-x Introductory Statistics Guide, 1983, p. 111.
12. Ibid., p. 111.

CHAPTER III

CONCLUSIONS AND RECOMMENDATIONS

CONCLUSIONS

The Hypotheses

To develop basic conclusions from all of these observations, it is necessary to revisit the hypotheses that were formed prior to constructing the survey and analyze the results. By comparing those early "best guesses" to the survey results it will be possible to state which of these hypotheses were "supported", and which were "not supported". The study hypothesized in both general and specific areas. The general hypothesis includes that:

- (1) The majority of successful officers are not personally attracted by family program initiatives.
- (2) These programs are not important contributors to their personal, positive career commitment attitudes.
- (3) A majority of these officers will find family program initiatives important to the Army as a whole.
- (4) Family programs which emanate from small unit level are more meaningful and effective for soldiers and their families.
- (5) Other factors could be identified which contribute to a stronger positive career commitment attitude for successful officers than purely family-related ones.

It is possible to develop a "scorecard" of sorts for these five general hypotheses based upon the results of the survey.

Item #1 was supported, in that almost the entire spectrum of family program initiatives received little positive identification from this group. A new factor, Social Services, emerged from analysis which appears to provide the single most negative retention incentive for this population uncovered in the study.

Item #2 , being somewhat related to item #1, was solidly supported by the survey. Only 6.3% of this population is personally attracted by family programs, the vast majority, 75.6%, are not.

Item #3 was supported by 88.2% of the population who agree with the importance of family programs for the Army, and this question emerged in the study as a new factor, albeit a minor one, to explain the data.

Item #4 was solidly supported by both the response frequency to several questions, and it emerged as a new variable. Over 62% of the group agrees with the notion that small unit programs are a vital and very effective means of demonstrating care and concern for soldiers and their families. They see in them a strong retention incentive value as well.

While Item #5 did not specify what "other factors" might be involved, the survey was constructed to attempt to find some of them. The importance of Job Commitment and Satisfaction, the Traditional Benefits, (to include an adequate pay and retirement system), Travel, and Career Fulfillment, are some of the most positive retention attractions going for the Army, and the survey places these identified factors into a value relationship with purely family-related initiatives. Of considerable importance is the interrelation of these "other factors" to

family programs, either because they are family-related in of themselves, or because they are closely tied to family programs.

The more specific predictions lend themselves to discussion in tabular format. Table 3-1 summarizes performance of the specific hypotheses in their three categories.

Table 3-1. Performance of Specific Hypotheses

<u>HYPOTHESIS</u>	<u>ANALYSIS RESULTS SUMMARY</u>	<u>SPT/NOT SPT</u>
<u>CATEGORY I:</u> (Contributes to a positive career commitment attitude)		
(a) Opportunity for family to experience diversity of surroundings, location, and travel.	New Factor #8; Fairly strong incentive to a majority of all groups.	<u>SPT</u>
(b) Education opportunity for children and spouse.	Negative Incentive New Factor #6	NOT SPT
(c) Opportunities for home ownership.	Very Negative Incentive	NOT SPT
(d) Commitment and community involvement by family members.	Negative Incentive New Factor #6	NOT SPT
(e) The opportunity for "adventure" in foreign lands.	New Factor #8. Fairly strong incentive.	<u>SPT</u>
(f) Service in organizations that demonstrated genuine caring.	Fairly strong incentive; part of New Factor #5	<u>SPT</u>
(g) Availability of service and opportunity in community surrounding the installation.	Not an Incentive	NOT SPT
(h) A pay system that is adequate.	New Factor #3 Strong Incentive	<u>SPT</u>
<u>CATEGORY II:</u> (Does not affect a career commitment attitude)		
(a) Availability of government housing.	Negative Incentive	NOT SPT
(b) Availability of child-care centers.	Very Negative Incentive	NOT SPT

<u>HYPOTHESIS</u>	(Continued) <u>ANALYSIS RESULTS SUMMARY</u>	<u>SPT/NOT SPT</u>
(c) The services provided by Army Community Service (ACS).	Negative Incentive	NOT SPT
(d) The services provided by the Chaplaincy.	Negative Incentive	NOT SPT
(e) Weight allowances during PCS moves.	Not tested separately	
(f) Adequacy of Medical /Dental Care for Families.	Almost Neutral	<u>SPT</u>
(g) The CHAMPUS program.	Negative Incentive	NOT SPT

CATEGORY III: (Contributes to negative career commitment attitudes)

(a) Long work periods away from family members.	Very Negative Incentive New Factor #4	<u>SPT</u>
(b) Peacetime unaccompanied tours.	Very Negative Incentive New Factor #4	<u>SPT</u>
(c) Assignments to undesirable regions, installations and locations.	Very Negative Incentive New Factor #4	<u>SPT</u>

Table 3-1. Performance of Specific Hypotheses

Discussion

While specific hypotheses were not supported in a number of cases, some very interesting relationships did emerge with respect to this group, representing the Army's top performers among commissioned officers in their bracket. Note that Category II variables were thought to have neutral, or no effect upon retention. Somewhat unexpectedly they proved to be negative factors for these officers.

The population under study is one with strong family orientation. As was discovered, over 97% of the group had been married at one time,

96% are married as of the survey, and nearly 82% are still married to their first spouse. And this is a group whose families strongly approves of the Army - they like it! There is no question that this group is highly affected by family action plan initiatives, probably more so than any other group, because of the high proportion of families in it. But the survey results demonstrate that family-related programs are not instrumental in causing this group to stay in the Army. On the other hand, certain factors which impact upon the family, Absence from Family for example, are demonstrated to be seriously negative retention factors. Whether they are strong enough to cause this particular group to actually separate or retire is not clear. But the Absence from Family factor is strong enough, and has historically been, that it may affect fully successful officers prior to their ever reaching this particular point of success in their careers, (the Army War College), and cause them to leave.

The study has shown beyond reasonable doubt that this group is extremely well pleased with its career choice. That apparently speaks very well for the time and effort that the Army has placed into improving a personnel management system which gives multiple roads to success and job satisfaction. Just as vitally, this population is convinced of the importance of its labors serving the nation. Patriotism and service are not foreign ideals to these respondents. (One only has to see this War College Class in a mass assembly to be able to witness their genuine, quiet emotional responses to a subject with only the slightest bit of patriotic reference. Burly infantrymen, with two or three combat tours behind them, who are easily made misty-eyed by mention of what it is they are willing to fight for.) It's a group which feels, as one of their

strongest responses, the positive call of serving with soldiers, not just with their contemporaries, but with "soldiers", that which makes an Army. That, after all, is so very important: certainly to the defense of the Nation. The factor of Job Commitment and Satisfaction is the strongest one identified by the study as a positive retention incentive for successful commissioned officers. This quality of "liking what we do" has positive effects upon everything the Army does, to include the success of family programs.

The Traditional Benefits and privileges associated with military service are also seen as strong incentive factors for retention by this group. The retirement system, commissary, medical/dental care, promotion opportunities, and adequate pay system, and the post exchange are all seen in a positive light. But all is not totally well in Camelot. While the retirement system has almost universally strong backing, particularly from those destined to the Army's highest positions of service, other areas of benefit and privilege are losing support among the younger officers in this group. (If there are any "young" officers in this group, and there are upwards of 53 of them, it is because they have been super successful performers, selected to attend here a little before their time, so to speak.) Nearly 42% of these people expressed some doubts about the value of our traditional benefits, presumably either because they have been weakened over the years, or because of growing negative comparability with similar benefits available in the private sector. Medical/Dental care and pay adequacy appear to be two areas that would fall into this category. The Commissary and Post Exchange are privileges that do receive heavy competition from the private sector from which this group can freely partake.

Like each of the factors identified, Traditional Benefits has a direct relationship to the family. Every category, to the extent that it is strong or weak, affects the families that are directly or indirectly supported by it. It does not appear that the Army Leadership need go too far beyond the basic, traditional list of benefits and privileges to find ways of making positive impacts upon families, and most importantly retaining successful officers.

The group, largely due to the confidence it has developed in itself by years of demonstrated successful performance, has the belief that it can best solve the problems of families at unit level. That does not mean that it does not need and appreciate the support of the levels above maneuver division. But military units can devote considerably well spent time to actively demonstrating that it cares for the families that are an integral part of it. The individual soldier's, and his/her family's, appreciation that the Army cares is not bolstered near as much by the ribbon cutting ceremony at a new day care center, as it is by a unit level family action plan that works. It is axiomatic that for a unit to function successfully it needs, among other things, a functioning family care plan. That is what this group has been involved in, witnessed and believes to be the most workable and effective case. The question which must be asked is: which initiative, the day care center, (for instance), or the functioning unit level family action program contributes the most to retention of successful soldiers. The study tends to exclude the day care center with respect to successful officers, but for the case of all soldiers, further examination is needed. What is important here is the revelation that bigger schemes are not necessarily always better ones; that focus upon basic needs is still necessary, and that proper focus

works.

This group likes the adventure of travel and living in foreign lands that this career affords to them and their families. Even with the associated disadvantages and hazards that they may subjected them to, Travel Opportunities remain a significant retention incentive.

As touched upon above, the Social Services that are provided by the Army do not provide incentive for this group to stay in. There may be many reasons for this, economic status among them, and the data is wholly inconclusive so as to be able to apply the relationship to all successful soldiers, officer and enlisted. It appears necessary to further examine the value of placing so much energy and resources into these projects in the first place, and then to examine how they are being administered. One would think that the Army Community Services would have received at least mild approval from a group such as this. That they received such a strongly negative endorsement, (71.4%), should raise eyebrows, and get the researchers out into the field to find out precisely what is wrong.

RECOMMENDATIONS

The recommendations that spring from this study are relatively modest. As was discussed in Chapter I, the scope of the project was deliberately made narrow to allow it to be completed in the first place. It was a given that this limitation placed upon the study affected its applicability to other populations within the Army. However the implications for other groups, raised by studying this successful one, should provide the genesis of a more comprehensive study. The premises and methodology are in place. What is needed is an interest to pursue

the logical questions: What about successful enlisted soldiers? What about mid-career successful officers, NCO's and soldiers? And, what is the opinion of the spouses of these groups? What is it that attracts these groups to make the Army a career and profession. What makes top performers, at any point in their careers, leave the Army? The immediate action groups should be the U.S. Army War College Military Studies Program, the U.S. Army Research Institute, and the Department of the Army itself.

The Department of the Army, having pledged "to capitalize on what is working well", should begin reexamining the basic privileges and benefits that make the Army attractive to successful soldiers and their families. The value of the retirement and medical/dental systems as traditional retention incentives are hard to deny. This study reinforces for the Army the apprehensions that many demonstrate about the longevity of these systems, given the attention from a variety of counter special interest groups, and Congress, to pare them back. Now the reinforcement comes from a relatively senior group of officers, both about their value as incentives, and in their apprehension that they have been weakened. DA must ensure that every program, whether it be medical force structure, or ones directly related to the medical benefit, be examined for its potential to affect the retention of successful soldiers.

Those successful Officers who are most prone to leave, do so at the point that they feel they still have enough time to launch another successful career. Thus, advertising to these groups the high probability for eventual career satisfaction, as evidenced by the feeling of this group, might well have tremendous pay off. While examining what

is going well, DA must give special emphasis and support to the development of unit level programs. Much of this has already been accomplished from field resources, and DA should underwrite the effort with standardized unit level packages that build upon the proven working programs in use today in various commands. It is sad commentary that these programs, ones with high potential as retention incentives, all too often are built from scratch by each successive commander, don't exist in many cases, work by trial and error, or exist by force of luck.

Small units, particularly those between maneuver division and battalion level are, the most effective agents for family program development and execution. Commanders must ensure that each element under their trust has a working system that tends to the care of its families particularly during those times that provide the greatest single negative incentives to retention, the absence of the soldier from his family. It is obvious that time in the field is important to the Army Mission. But it must be well-spent productive time, and families must be convinced of its necessity. If they are not, no number of day care centers will make the difference. Beyond closely examining field duty for wasted time, commanders can convince the family of the necessity to train in the field, or at least lessen its pain to the family, by making available those outreach services that only a unit of families can provide.

APPENDIX 1

THE SURVEY INSTRUMENT

On the following questions, 1 - 11, select the answer pertaining to you which is correct, or most nearly correct. Please mark the corresponding block on the Scan-Tron form with a #2 pencil only.

1. What is your current rank?

(0) Lieutenant Colonel	118
(1) Colonel	25
(2) Other	0
2. Are you Male or Female?

(0) Male	138
(1) Female	5
3. What do you consider to be your main racial or ethnic group?

(0) Black	11
(1) White	130
(2) Hispanic	0
(3) Oriental	0
(4) Other	2
4. Do you come from a "military family"? (i.e., were you a "service brat"?)

(0) Yes	26
(1) No	116
5. How many years of Active Federal Commissioned Service have you completed as of January 1986? (Nearest full year.)

(0) 17 years or less	13
(1) 18 - 19 years	43
(2) 20 - 21 years	61
(3) 22 - 23 years	24
(4) 24 years or more	2
6. What is your marital status?

(0) Single, never married.	4
(1) Married for the first time.	117
(2) Remarried, was divorced.	19
(3) Remarried, was widowed.	1
(4) Legally separated.	1
(5) Widowed.	0
(6) Divorced.	1
7. While you are attending the Army War College, are you geographically separated from your spouse either as a "road-runner" or in another temporary manner?

(0) Yes	10
(1) No	128
(2) I do not have a spouse.	5

8. How many years do you intend to remain on active duty?

(0)	Less than 20 years.	0
(1)	20 - 21 years	2
(2)	22 - 23 years	4
(3)	24 - 25 years	23
(4)	26 - 27 years	38
(5)	28 - 29 years	8
(6)	30 years	52
(7)	More than 30 years	16

9. What is the highest military rank that you expect to attain before you retire from active duty?

(0)	Lieutenant Colonel	2
(1)	Colonel	108
(2)	Brigadier General	11
(3)	Major General	19
(4)	Lieutenant General	1
(5)	General	1

10. How many dependents do you and your spouse have? (Do not include yourself or your spouse. For the purpose of this survey, a dependent is anyone related to you by blood, marriage, or adoption, and who depends upon you for over half of their support.)

(0)	None	10	(5)	5	5
(1)	1	19	(6)	6	2
(2)	2	64	(7)	7	0
(3)	3	34	(8)	8	0
(4)	4	8	(9)	9 or more.	0

11. What is your highest educational level achieved?

(0)	Baccalaureate (BA or BS) Degree	15
(1)	Master's Degree (MA, MS, MBA, etc.)	116
(2)	Law Degree (LLD)	4
(3)	Doctorate (PhD, DDS, MD, etc.)	7
(4)	Other	1

PLEASE TURN TO THE NEXT PAGE.

Please answer questions 12 - 24 by choosing the answer that shows how much you AGREE or DISAGREE with each statement. Then mark the number on the Scan-Tron form that corresponds to your desired response. Use only a #2 pencil.

12. Life in the military is about what I expected it to be.

- | | |
|--------------------------------|----|
| (0) Strongly Agree | 19 |
| (1) Agree | 96 |
| (2) Neither Agree nor Disagree | 15 |
| (3) Disagree | 10 |
| (4) Strongly Disagree | 2 |

13. Family programs which emanate from unit level, (maneuver division and below), are more effective and meaningful to soldiers than those which emanate from higher levels.

- | | |
|--------------------------------|----|
| (0) Strongly Agree | 32 |
| (1) Agree | 62 |
| (2) Neither Agree nor Disagree | 32 |
| (3) Disagree | 15 |
| (4) Strongly Disagree | 2 |

14. I enjoy what I am doing in my military career.

- | | |
|--------------------------------|----|
| (0) Strongly Agree | 72 |
| (1) Agree | 69 |
| (2) Neither Agree nor Disagree | 2 |
| (3) Disagree | 0 |
| (4) Strongly Disagree | 0 |

15. The programs and the type of concern for families expressed by the Army are important for the soldiers and their families.

- | | |
|--------------------------------|----|
| (0) Strongly Agree | 61 |
| (1) Agree | 65 |
| (2) Neither Agree nor Disagree | 14 |
| (3) Disagree | 3 |
| (4) Strongly Disagree | 0 |

16. I had always planned to be a professional soldier.

- | | |
|--------------------------------|----|
| (0) Strongly Agree | 15 |
| (1) Agree | 27 |
| (2) Neither Agree nor Disagree | 19 |
| (3) Disagree | 61 |
| (4) Strongly Disagree | 21 |

17. If there is a conflict between our family's needs and the Army's needs, there is no question that the Army comes first.

- | | |
|--------------------------------|----|
| (0) Strongly Agree | 18 |
| (1) Agree | 41 |
| (2) Neither Agree nor Disagree | 39 |
| (3) Disagree | 39 |
| (4) Strongly Disagree | 6 |

18. I feel like I am doing something useful with my life.

(0) Strongly Agree	71
(1) Agree	71
(2) Neither Agree nor Disagree	1
(3) Disagree	0
(4) Strongly Disagree	0

19. A functioning unit-level family support system pays more dividends to Army families than more costly initiatives that require Army funding.

(0) Strongly Agree	25
(1) Agree	53
(2) Neither Agree nor Disagree	39
(3) Disagree	19
(4) Strongly Disagree	7

20. All things considered, my family is more secure in the Army than they would be in civilian life.

(0) Strongly Agree	15
(1) Agree	42
(2) Neither Agree nor Disagree	57
(3) Disagree	22
(4) Strongly Disagree	7

21. The Army's concern for families was instrumental in my decision to stay in the Army.

(0) Strongly Agree	2
(1) Agree	7
(2) Neither Agree nor Disagree	26
(3) Disagree	69
(4) Strongly Disagree	39

22. My family likes being a part of the Army.

(0) Strongly Agree	13
(1) Agree	85
(2) Neither Agree nor Disagree	29
(3) Disagree	14
(4) Strongly Disagree	2

23. I am committed to the lifestyle of the Army.

(0) Strongly Agree	26
(1) Agree	88
(2) Neither Agree nor Disagree	20
(3) Disagree	8
(4) Strongly Disagree	1

24. So far in my career in the Army, I have been able to plan my life.

(0) Strongly Agree	6
(1) Agree	71
(2) Neither Agree nor Disagree	29
(3) Disagree	29
(4) Strongly Disagree	8

THE FOLLOWING INSTRUCTIONS APPLY TO QUESTIONS 25 - 52 ON THE NEXT TWO PAGES:

How strong of an INCENTIVE were the following programs, subject areas, and/or services to YOU in your decision to stay in the Army? Apply the scale of STRENGTH OF INCENTIVE to the items listed in the left column by selecting the appropriate number from the scale below. Next mark it on the Scan-Tron sheet with a #2 pencil.

- (0) Definitely an Incentive to stay.
- (1) Probably an Incentive to stay.
- (2) No opinion/Don't know about this item.
- (3) Probably not an Incentive to stay.
- (4) Definitely not an Incentive to stay.

25. Opportunity for family to travel.	(0) 22	(1) 75	(2) 11	(3) 30	(4) 5
26. Educational opportunities for children and spouse.	(0) 3	(1) 23	(2) 23	(3) 48	(4) 46
27. Opportunities for home ownership.	(0) 3	(1) 3	(2) 3	(3) 39	(4) 95
28. Community involvement by family members.	(0) 1	(1) 23	(2) 29	(3) 57	(4) 33
29. Experience of living in foreign lands.	(0) 22	(1) 87	(2) 7	(3) 22	(4) 5
30. Service in units that showed genuine concern.	(0) 24	(1) 71	(2) 22	(3) 19	(4) 7
31. Availability of services in off-post community.	(0) 2	(1) 17	(2) 37	(3) 58	(4) 29
32. An adequate pay and allowance system.	(0) 20	(1) 65	(2) 8	(3) 37	(4) 13
33. A feeling of patriotism for my country.	(0) 61	(1) 70	(2) 5	(3) 5	(4) 2
34. Availability of government housing.	(0) 6	(1) 39	(2) 21	(3) 39	(4) 37
35. Availability of child-care centers.	(0) 1	(1) 12	(2) 21	(3) 42	(4) 66
36. The services provided by Army Community Services.	(0) 1	(1) 12	(2) 28	(3) 43	(4) 59

37. The services provided by the Chaplaincy.	(0) 5	(1) 31	(2) 29	(3) 39	(4) 39
38. Adequacy of Family Medical and Dental care.	(0) 17	(1) 68	(2) 10	(3) 31	(4) 17
39. The adequacy of the family CHAMPUS Program.	(0) 7	(1) 30	(2) 21	(3) 43	(4) 42
40. The opportunity to command.	(0) 79	(1) 50	(2) 7	(3) 3	(4) 4
41. Long periods in the field away from my family.	(0) 3	(1) 1	(2) 27	(3) 54	(4) 58
42. Peacetime unaccompanied tours.	(0) 3	(1) 0	(2) 22	(3) 44	(4) 58
43. Assignments to undesirable regions, posts, locations.	(0) 3	(1) 1	(2) 21	(3) 50	(4) 68
44. On-post gymnasiums/physical fitness centers.	(0) 7	(1) 50	(2) 33	(3) 31	(4) 22
45. The importance of what I am doing.	(0) 89	(1) 51	(2) 0	(3) 0	(4) 3
46. The opportunity to serve with soldiers.	(0) 80	(1) 53	(2) 7	(3) 2	(4) 1
47. Commissary services.	(0) 12	(1) 73	(2) 19	(3) 27	(4) 12
48. Post Exchange services.	(0) 10	(1) 65	(2) 29	(3) 28	(4) 11
49. Adequacy of the Retirement system.	(0) 51	(1) 79	(2) 5	(3) 6	(4) 2
50. Satisfaction with my job.	(0) 87	(1) 53	(2) 0	(3) 1	(4) 2
51. The "uniqueness" of the military profession.	(0) 56	(1) 71	(2) 11	(3) 2	(4) 3
52. The opportunity for promotion.	(0) 36	(1) 75	(2) 13	(3) 13	(4) 2

YOUR ADDITIONAL COMMENTS ON THE BACK OF THIS FORM WILL BE APPRECIATED.

APPENDIX 2

SUBJECTIVE COMMENTS

- Another item which influences retention or separation is the opportunity to do different things. Even within a certain field - allows one to avoid the civilian "rut".
- #9 - What is the highest military rank that you expect to attain..., or hope?...think you're qualified for?
- #19 - Need both unit-level family support systems, and Army initiatives. Need dollars.
- #24 - Financial planning is very difficult. 05/06 underpaid (generally) for level of responsibility.
- Why don't you have/get some wife participation?
- Some of your answers do not cover the question. Example: #6 - How about married for 2nd, 3rd, etc times; I'll bet we have some. #41 - I don't mind being in the field; in fact I enjoy maneuvers etc - I do not necessarily enjoy being away from my family. #42 - Again, I can put up with an unaccompanied tour as part of what I owe/responsibility, but I do not like it. There are benefits - ie, ability to devote yourself 100% to the job. #37-52 you need to put the 0 to 4 choices on the page to prevent constant turning back and forth. Good luck.
- The Army still refuses to consider the family when making assignments.
- The only "worry" I have are the future army regulatory provisions on how to babysit military society and then...how to inspect the commander's performance on a checksheet.
- Questions 25-52 ask about incentives to remain in the Army as they relate to "services" offered; the assumption being that these "services" exist to a high degree in all places. This is unfortunately an erroneous assumption and will invalidate some of your results. You should have asked us to "rate" these services in general and then ask us about their utility as an incentive.
- #15 - Bad question!!
- The questions in this survey, and hence any results, are loaded with ambiguity. Also, if you want to know the adequacy/impact of family programs, you should ask the family member, not the service member.
- #5 - "17 years or fewer"; less is an adverb (degree), fewer is an adjective (number).

- #15 - Some [Army family programs] sometime raise unrealistic expectations.
- #17 - [Army comes first] depends on degree of need.
- #26 - DODDS is universally below by standards.
- #27 - [Opportunities for home ownership] and sell with little notice and no assistance. (definitely not an incentive to stay).
- #32 - [An adequate pay and allowance system] it's not comparable to responsibilities in civilian sector.
- #34 - [Availability of government housing] is unpredictable, therefore hard to roll-over the last sale, etc.
- #38 - [Adequacy of Family Medical and Dental care] has been eroded.
- #49 - [Retirement system]; but will it stay?
- #52 - [The opportunity for promotion] - but why are we denying accelerated promotion and early command to many?
- Believe "Year of Family" and DA directed Family program essentially a failure.
- As will always be the case, the needs of the army must take precedence over the family consideration. - unless it is a life threatening dilemma.
- CHAMPUS and Dental service inadequate, whereas Armed Services once a model for med/dental care not longer the case. I have family members employed by large corporations, Du Pont, Hercules etc that provide for their employees far superior health care packages for instance, dental and orthodontics for dependants.
- Believe most of us that achieve this level - are professionals - attraction to stay not related to "programs" we stay because of a higher calling of service!
- The lower the grade, the more important are privileges such as PX, etc.
- #12 - We are losing more and more privileges.
- #13 - High level programs are "lip service" - an Army P. R. Campaign. They don't work in the field. What makes things work is command involvement.
- #20 - It's changing; we keep losing benefits.
- #34 - There is not even enough housing here at the War College!!!
- #38 - Family Medical and Dental care is becoming a joke.

- #39 - CHAMPUS - red tape.
- #12 - I know no other to compare it too!
- #13 - [Unit-level family programs] lacks the stamp of "officialdom" of the system - too informal.
- #19 - [Army family initiatives] are too sporadic and disjointed. Confuses the soldier and his leadership.
- #22 - My wife likes the Army; my children no.
- Many answers do not reflect my feelings on the item or program, but merely that it has not affected me or my family. I strongly support family programs and morale support activities as very important. Medical, commissary and PX are as well. I think an insurance program for dependant medical care might be the answer for that problem.
- While lower level family programs are more effective, they must be top driven, supported and coordinated. Spousal responsibilities must be acknowledged and appreciated.
- Forget all the other family programs except -medical/dental - we don't have them now.
- We have two kinds of income - financial and psychic. If the first is reasonably adequate - it is the second that determines "retention" - Things like serving with soldiers, job satisfaction, etc, are psychic income; ergo, the higher the psychic income, the larger the retention.
- Family programs should seek to make families independent, not dependent. This is, teach them how to manage money, care for children, determine if schools are adequate, etc. This is best done by top-down programs - programs that the community puts into place.
- Some of your units are bogging down in family stuff over and above a good sponsorship program, or a solid monthly newsletter.
- A chain of concern is humane and good business, but it varies from unit to unit. We're moving into an era where even brigade commanders' wives work, and make no apologies - many battalion commander's wives do so as well. We should prepare for the development of this trend and put institutional, not local, programs in place. Give people something they can count on where ever they are and be prepared to staff it with civilians and pay for it.
- Units will always help where they can, but their main mission, to train hard, often gets set aside because they have to do for families what, I believe, community organizations should do.
- If asked what the best thing a unit could do for families is, I'd say to treat the "old man" decently on the job and try to get him home in time to enjoy his family. There is no substance for his presence.

APPENDIX 3

SELECTED STATISTICAL PRINTOUTS

NOTE: The printouts appear in approximately the same order as they are discussed in the study text. Occasionally the order of the printouts has been adjusted within a particular sub-appendix to facilitate the most efficient page layout.

<u>Subject Area</u>	<u>Page</u>
Frequency Response with Condescriptive	3-1-1
Initial Cross-Tabulation	3-2-1
Cross-Tabulation with Statistics	3-3-1
Factor Analysis Tables	3-4-1
Cross-Tabulation Statistics from New Variables .	3-5-1
Analysis of Variance Tables	3-6-1

1R PER 96 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC DOCS

FILE:

003 ETHNIC

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	11	7.7	7.7	7.7
	1	130	90.0	90.0	97.6
	2	2	1.4	1.4	100.0
	TOTAL	143	100.0	100.0	

MEAN	.065	STD ERR	.038	MEDIAN	1.000
MODE	1.000	STD DEV	.451	VARIANCE	.203
KURTOSIS	28.887	S E KURT	1.087	SKEWNESS	7.505
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	138.000		

VALID CASES 143 MISSING CASES 0

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004 MILITARY FAMILY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	26	18.2	18.2	18.2
	1	116	81.1	81.7	100.0
	2	1	.7	MISSING	
	TOTAL	143	100.0	100.0	

MEAN	.817	STD ERR	.033	MEDIAN	1.000
MODE	1.000	STD DEV	.388	VARIANCE	.151
KURTOSIS	.754	S E KURT	1.087	SKEWNESS	-1.456
S E SKEW	.203	RANGE	1.000	MINIMUM	0.0
MAXIMUM	1.000	SUM	116.000		

VALID CASES 142 MISSING CASES 1

10 PER RA FREQUENCIES
STUDENT RESEARCH PROJECT - LTC PASS

FILE:

ONS AFCS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	12	0.1	0.1	0.1
	1	43	30.1	30.1	30.2
	2	61	42.7	42.7	72.9
	3	74	52.8	52.8	100.0
	4	2	1.4	1.4	100.0
	TOTAL	143	100.0	100.0	
MEAN	1.713				
STD DEV	2.000	.075			2.000
KURTOSIS	-.343	.001			-.343
S E SKW	.203	1.087			.203
MAXIMUM	4.000	4.000			4.000

VALID CASES 143 MISSING CASES 0

0 0

004 MARITAL STATUS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	4	2.8	2.8	2.8
	1	117	81.8	81.8	84.6
	2	10	7.0	7.0	91.6
	3	1	.7	.7	92.3
	4	1	.7	.7	93.0
	6	1	.7	.7	93.7
	TOTAL	143	100.0	100.0	
MEAN	1.175				
STD DEV	1.000	.053			1.000
KURTOSIS	26.103	.632			.300
S E SKW	-.203	1.087			4.000
MAXIMUM	6.000	148.000			0.0

VALID CASES 143 MISSING CASES 0

19 APR 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTR POSS

373

207 TEMP SEP FROM CPUSIF

[illegible]

NO TO CASES	143	MISSING CASES	0
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973 YEARS TO STAY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
1	1	2	1.6	1.6	1.6
2	2	4	2.8	2.8	4.2
3	3	23	16.1	16.1	20.3
4	4	28	20.6	20.6	40.9
5	5	8	5.6	5.6	52.4
6	6	52	36.4	36.4	88.8
7	7	16	11.2	11.2	100.0
TOTAL		123	100.0	100.0	
MEAN	4.860				5.000
MODE	6.000				2.102
KURTOSIS	-.875				-.324
SKENESS	2.03				1.000

VALID CASES	163	MISSING CASES	0
1	163	0	0
2	163	0	0
3	163	0	0
4	163	0	0
5	163	0	0
6	163	0	0
7	163	0	0
8	163	0	0
9	163	0	0
10	163	0	0
11	163	0	0
12	163	0	0
13	163	0	0
14	163	0	0
15	163	0	0
16	163	0	0
17	163	0	0
18	163	0	0
19	163	0	0
20	163	0	0
21	163	0	0
22	163	0	0
23	163	0	0
24	163	0	0
25	163	0	0
26	163	0	0
27	163	0	0
28	163	0	0
29	163	0	0
30	163	0	0
31	163	0	0
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38	163	0	0
39	163	0	0
40	163	0	0
41	163	0	0
42	163	0	0
43	163	0	0
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45	163	0	0
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47	163	0	0
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88	163	0	0
89	163	0	0
90	163	0	0
91	163	0	0
92	163	0	0
93	163	0	0
94	163	0	0
95	163	0	0
96	163	0	0
97	163	0	0
98	163	0	0
99	163	0	0
100	163	0	0

1R FER 9A FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q09 HIGHEST EXPECTED RANK

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	2	1.4	1.4	1.4
	1	108	75.5	76.1	77.5
	2	11	7.7	7.7	85.2
	3	10	13.3	13.4	98.6
	4	1	.7	.7	99.3
	5	1	.7	.7	100.0
	-1	1	.7	MISSING	
		143	100.0	100.0	
TOTAL		143	100.0	100.0	

MEAN	1.390	STD ERR	.068	MEDIAN	1.000
MODE	1.000	STD DEV	.814	VARIANCE	.663
KURTOSIS	3.010	S F KURT	1.087	SKEWNESS	1.834
S F SKFW	.273	RANGE	5.000	MINIMUM	0.0
MAXIMUM	5.000	SUM	105.000		

VALID CASES 142 MISSING CASES 1

- -

217 DEPENDENTS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	10	2.0	7.0	7.0
	1	10	13.3	13.4	20.4
	2	64	44.8	45.1	65.5
	3	34	23.8	23.0	89.4
	4	8	5.6	5.6	95.1
	5	5	3.5	3.5	98.6
	6	2	1.4	1.4	100.0
	-1	1	.7	MISSING	
TOTAL		142	100.0	100.0	

MEAN	2.230	STD ERR	.068	MEDIAN	2.000
MODE	2.000	STD DEV	1.173	VARIANCE	1.375
KURTOSIS	1.144	S F KURT	1.097	SKEWNESS	.530
S F SKFW	.273	RANGE	6.000	MINIMUM	0.0
MAXIMUM	6.000	SUM	318.000		

VALID CASES 142 MISSING CASES 1

1A FR RA FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q11 EDUCATIONAL LEVEL

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	15	10.5	10.5	10.5
	1	116	81.1	91.1	91.6
	2	4	2.8	2.8	94.4
	3	7	4.0	4.0	98.3
	4	1	.7	.7	100.0
	TOTAL	143	100.0	100.0	
MEAN	1.042				1.000
MODE	1.000	.052			.303
KURTOSIS	6.492	.627			1.886
S F SKFW	.203	1.087			0.0
MAXIMUM	4.000	4.000			

VALID CASES 143 MISSING CASES 0

:-

Q12 MIL LIFE AS EXPECTED

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	10	13.3	13.4	13.4
	1	96	67.1	67.6	81.0
	2	15	10.5	10.6	91.5
	3	10	7.0	7.0	98.6
	4	2	1.4	1.4	100.0
	-1	1	.7	MISSING	
	TOTAL	143	100.0	100.0	
MEAN	1.155				1.000
MODE	1.000	.067			.628
KURTOSIS	2.342	.703			1.275
S F SKFW	.203	1.087			0.0
MAXIMUM	4.000	4.000			

VALID CASES 142 MISSING CASES 1

19 FFR R6 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q13 UNITS PROGS EFFECTIVE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	32	22.4	22.4	22.4
	1	42	29.6	44.8	45.7
	2	32	22.4	67.2	68.1
	3	15	10.5	77.7	88.6
	4	2	1.4	79.1	100.0
	TOTAL	143	100.0	100.0	
MEAN	1.252				
STD DEV	1.000	.081			1.000
KURTOSIS	-.189	.048			.036
S F SKW	.203	1.087			.562
MAXIMUM	4.000	4.000			0.7

VALID CASES 143 MISSING CASES 0

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Q14 ENJOY MILITARY CAREER

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	72	50.3	50.3	50.3
	1	60	41.9	49.3	98.6
	2	2	1.4	1.4	100.0
	TOTAL	143	100.0	100.0	
MEAN	.510				
STD DEV	.044	.044			0.0
KURTOSIS	-1.310	.520			.280
S F SKW	.203	1.087			.247
MAXIMUM	2.000	2.000			0.0

VALID CASES 143 MISSING CASES 0

IN FFA RA FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

3713

215 FAM PROG IMPORTANT

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VARIANCE	STDEV
MEAN	143	143	100.0	100.0	10.00
STD DEV	10.00	10.00	100.0	100.0	10.00
KURTOSIS	3.00	3.00	100.0	100.0	10.00
SKEW	0.00	0.00	100.0	100.0	10.00
MINIMUM	100.0	100.0	100.0	100.0	10.00
MAXIMUM	150.0	150.0	100.0	100.0	10.00

VALID CASES	143	MISSING CASES	0
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316 PLANNED TO SOLDIER

[illegible]

WAI TO CASES	1/3	MISSING CASES	C
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1R FR 94 FORQUENFIC
STUDENT RESEARCH PROJECT - LIT PASS

FILE:

317 ARMY COMES FIRST

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	18	12.6	12.6	12.6
	1	41	28.7	28.7	41.3
	2	30	20.7	20.7	62.0
	3	30	20.7	20.7	82.7
	4	11	7.7	7.7	90.4
		100	100.0	100.0	100.0
TOTAL		143			

MEAN 1.818 STD FRP .002 MEDIAN 2.000
MODE 1.000 STD DEV 1.008 VARIANCE 1.206
KURTOSIS -.907 S F KURT 1.087 SKEWNESS -.020
S F SKEW .203 RANGE 4.000 MINIMUM 0.0
MAXIMUM 4.000 SUM 260.000

VALID CASES 143 MISSING CASES 0

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Q1R DOING SOMETHING USEFUL

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	71	49.7	49.7	49.7
	1	71	49.7	49.7	99.3
	2	1	.7	.7	100.0
		143	100.0	100.0	
TOTAL		143			

MEAN .510 STD FRP .043 MEDIAN 1.000
MODE 0.0 STD DEV .515 VARIANCE .266
KURTOSIS -1.627 S F KURT 1.087 SKEWNESS .112
S F SKEW .203 RANGE 2.000 MINIMUM 0.0
MAXIMUM 2.000 SUM 73.000

VALID CASES 143 MISSING CASES 0

19 FEB 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC POSS

FILE:

219 UNIT PROG EFFECTIVE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
MEAN	1.510	143	100.0	100.0	100.0
MODE	1.000	143	100.0	100.0	100.0
KURTOSIS	-.377	143	100.0	100.0	100.0
S E SKEW	.203	143	100.0	100.0	100.0
MAXIMUM	4.000	143	100.0	100.0	100.0
TOTAL		143	100.0	100.0	100.0
STD ERR					
STD DEV					
S E KURT					
RANGE					
SUM					

VALID CASES 143 MISSING CASES 0

22

Q27 FAMILY SECURE IN ARMY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
MEAN	1.268	143	100.0	100.0	100.0
MODE	2.000	143	100.0	100.0	100.0
KURTOSIS	-.255	143	100.0	100.0	100.0
S E SKEW	.203	143	100.0	100.0	100.0
MAXIMUM	4.000	143	100.0	100.0	100.0
TOTAL		143	100.0	100.0	100.0
STD ERR					
STD DEV					
S E KURT					
RANGE					
SUM					

VALID CASES 143 MISSING CASES 0

19 FFA 66 FREQUENCIES
STUDENT RESEARCH PROJECT - 176 PAGES

3713

Q21 FAM PROG- MY STAYING

[illegible]

VALID CASES	143	MISSING CASES	0
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0222
FAMILY LIKES THE ARMY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	SUM PERCENT
	0	12	9.1	9.1	9.1
	1	85	50.4	50.4	49.5
	2	20	20.3	20.3	69.8
	3	14	9.8	9.8	79.6
	4	2	1.4	1.4	81.0
	TOTAL	143	100.0	100.0	100.0
MEAN	1.350	.070			1.000
MODE	1.000	.833			.504
KURTOSIS	.794	1.097			.807
S F SKEW	.203	4.000			0.0
MAXIMUM	4.000	103.000			

VALID CASES	143	MISSING CASES	N
1	143	0	143
2	143	0	143
3	143	0	143
4	143	0	143
5	143	0	143
6	143	0	143
7	143	0	143
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90	143	0	143
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92	143	0	143
93	143	0	143
94	143	0	143
95	143	0	143
96	143	0	143
97	143	0	143
98	143	0	143
99	143	0	143
100	143	0	143
101	143	0	143
1			

1R FER RA FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

023 COMMITTED TO ARMY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
MEAN	1.091	STD ERR	.065	MEAN	1.000
MODE	1.000	STD DEV	.277	VARIANCE	.076
KURTOSIS	1.529	S F KURT	1.087	SKEWNESS	.035
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	156.000		
		TOTAL	143	100.0	100.0

VALID CASES 143 MISSING CASES 0

024 ABLE TO PLAN MY LIFE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
MEAN	1.734	STD ERR	.085	MEAN	1.000
MODE	1.000	STD DEV	1.016	VARIANCE	1.027
KURTOSIS	-.557	S F KURT	1.087	SKEWNESS	.039
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	268.000		
		TOTAL	143	100.0	100.0

VALID CASES 143 MISSING CASES 0

FILE:

Q25 OPPORTUNITY TO TRAVEL.

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	22	15.4	15.4	15.4
	1	25	17.9	52.4	47.8
	2	11	7.7	77	75.5
	3	10	7.0	84.0	86.5
	4	5	3.5	87.5	90.0
TOTAL		143	100.0	100.0	

MEAN	1.448	STD ERR	.091	MEDIAN	1.000
MODE	1.000	STD DEV	1.002	VARIANCE	1.103
KURTOSIS	-.549	S F KURT	1.097	SKEWNESS	.670
S F SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	207.000		

VALID CASES	143	MISSING CASES	0
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EDUC OPPORTUNITY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	3	2.1	2.1	2.1
	1	23	16.1	16.1	18.2
	2	23	16.1	16.1	34.3
	3	49	33.6	33.6	67.8
	4	46	32.2	32.2	100.0
		143	100.0	100.0	
TOTAL					

MEAN	2.776	STD FRP	.004	MEDIAN	3.000
MODE	3.000	STD DEV	1.120	VARIANCE	1.274
MODE	2.715	S F KURT	1.087	SKEWNESS	-.501
S F SKFW	.203	RANGE	6.000	MINIMUM	0.0
MAXIMUM	6.000	SUM	107.000		

VALID CASES	143	MISSING CASES	0
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1A PER RA FREQUENCIES
STUDENT RESEARCH PROJECT - LTC BOSS

FILE:

027 OWN A HOME

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	1	2.1	2.1	2.1
	1	1	2.1	2.1	4.2
	2	1	2.1	2.1	6.3
	3	10	27.6	27.6	33.6
	4	05	13.2	13.2	46.8
	TOTAL	143	100.0	100.0	100.0
MEAN	2.578				
MODE	4.000	.069			4.000
KURTOSIS	6.085	.020			.673
S E SKW	.203	1.087			-2.456
MAXIMUM	4.000	4.000			0.0

VALID CASES 143 MISSING CASES 0

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028 COMMUNITY INVOLVEMENT

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	1	.7	.7	.7
	1	23	16.1	16.1	16.8
	2	20	14.0	14.0	30.8
	3	57	39.9	39.9	70.7
	4	32	22.4	22.4	93.1
	TOTAL	143	100.0	100.0	100.0
MEAN	2.685				
MODE	3.000	.086			3.000
KURTOSIS	2.770	1.024			1.048
S E SKW	.203	1.087			-2.413
MAXIMUM	4.000	4.000			0.0

VALID CASES 143 MISSING CASES 0

19 FEB 66 FREQUENTLY
STUDENT RESEARCH PROJECT - LTC ROSS

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629 FOREIGN LIVING

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
MEAN	1.308				1.000
MODE	1.000				1.000
KURTOSIS	3.62				1.000
S F SKW	.203				1.000
MAXIMUM	4.000				1.000
STD DEV	1.022				1.000
S E KURT	1.007				1.000
RANGE	4.000				1.000
SUM	187.000				1.000
MEAN	1.308				1.000
MODE	1.000				1.000
KURTOSIS	3.62				1.000
S F SKW	.203				1.000
MAXIMUM	4.000				1.000
STD DEV	1.022				1.000
S E KURT	1.007				1.000
RANGE	4.000				1.000
SUM	187.000				1.000
MEAN	1.308				1.000
MODE	1.000				1.000
KURTOSIS	3.62				1.000
S F SKW	.203				1.000
MAXIMUM	4.000				1.000
STD DEV	1.022				1.000
S E KURT	1.007				1.000
RANGE	4.000				1.000
SUM	187.000				1.000
MEAN	1.308				1.000
MODE	1.000				1.000
KURTOSIS	3.62				1.000
S F SKW	.203				1.000
MAXIMUM	4.000				1.000
STD DEV	1.022				1.000
S E KURT	1.007				1.000
RANGE	4.000				1.000
SUM	187.000				1.000
MEAN	1.308				1.000
MODE	1.000				1.000
KURTOSIS	3.62				1.000
S F SKW	.203				1.000
MAXIMUM	4.000				1.000
STD DEV	1.022				1.000
S E KURT	1.007				1.000
RANGE	4.000				1.000
SUM	187.000				1.000
MEAN	1.308				1.000
MODE	1.000				1.000
KURTOSIS	3.62				1.000
S F SKW	.203				1.000
MAXIMUM	4.000				1.000
STD DEV	1.022				1.000
S E KURT	1.007				1.000
RANGE	4.000				1.000
SUM	187.000				1.000
MEAN	1.308				1.000
MODE	1.000				1.000
KURTOSIS	3.62				1.000
S F SKW	.203				1.000
MAXIMUM	4.000				1.000
STD DEV	1.022				1.000
S E KURT	1.007				1.000
RANGE	4.000				1.000
SUM	187.000				1.000
MEAN	1.308				1.000
MODE	1.000				1.000
KURTOSIS	3.62				1.000
S F SKW	.203				1.000
MAXIMUM	4.000				1.000
STD DEV	1.022				1.000
S E KURT	1.007				1.000
RANGE	4.000				1.000
SUM	187.000				1.000
MEAN	1.308				1.000
MODE	1.000				1.000
KURTOSIS	3.62				1.000
S F SKW	.203				1.000
MAXIMUM	4.000				1.000
STD DEV	1.022				

VALID CASES	143	MISSING CASES	0
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UNIT THAT'S CONCERNED

[illegible]

WAITING CASES	143	MISSING CASES	N
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
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94	94	94	94
95	95	95	95
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97	97	97	97
98	98	98	98
99	99	99	99
100	100	100	100

1R FFR 96 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q31 SERVICES OFF POST

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	2	1.4	1.4	1.4
	1	17	11.0	11.0	12.4
	2	37	25.0	25.0	30.2
	3	58	40.6	40.6	70.7
	4	20	20.3	20.3	100.0
	TOTAL	143	100.0	100.0	
MEAN	2.664				3.000
STD DEV	1.000	.082			.057
S F KURT	-.605	1.087			-.425
S F SKEW	.203	4.000			0.0
MAXIMUM	4.000	381.000			

VALID CASES 143 MISSING CASES 0

Q32 ADEQUATE PAY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	20	14.0	14.0	14.0
	1	65	45.5	45.5	59.4
	2	8	5.6	5.6	65.0
	3	37	25.0	25.0	90.0
	4	13	9.1	9.1	100.0
	TOTAL	143	100.0	100.0	
MEAN	1.706				1.000
STD DEV	1.000	.106			1.561
S F KURT	-1.107	1.087			-.421
S F SKEW	.203	4.000			0.0
MAXIMUM	4.000	266.000			

VALID CASES 143 MISSING CASES 0

1R FR R6 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC PAGE

FILE:

011 FEELING OF PATRIOTISM

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	61	42.7	42.7	42.7
	1	70	49.0	49.0	91.6
	2	5	3.5	3.5	95.1
	3	5	3.5	3.5	98.6
	4	2	1.4	1.4	100.0
	TOTAL	143	100.0	100.0	

MEAN	.720	STD ERR	.068	MEDIAN	1.000
MODE	1.000	STD DEV	.809	VARIANCE	.654
KURTOSIS	3.759	S F KURT	1.087	SKEWNESS	1.600
S F SKFW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	103.000		

VALID CASES 143 MISSING CASES 0

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016 GOV HOUSING AVAILABLE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	6	4.2	4.2	4.2
	1	20	27.8	27.8	32.0
	2	21	14.7	14.8	46.5
	3	20	27.8	27.8	73.9
	4	37	25.0	26.1	100.0
	-1	1	.7	MISSING	
	TOTAL	143	100.0	100.0	

MEAN	2.437	STD ERR	.106	MEDIAN	2.000
MODE	1.000	STD DEV	1.257	VARIANCE	1.581
KURTOSIS	-1.270	S F KURT	1.087	SKEWNESS	-.207
S F SKFW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	346.000		

VALID CASES 142 MISSING CASES 1

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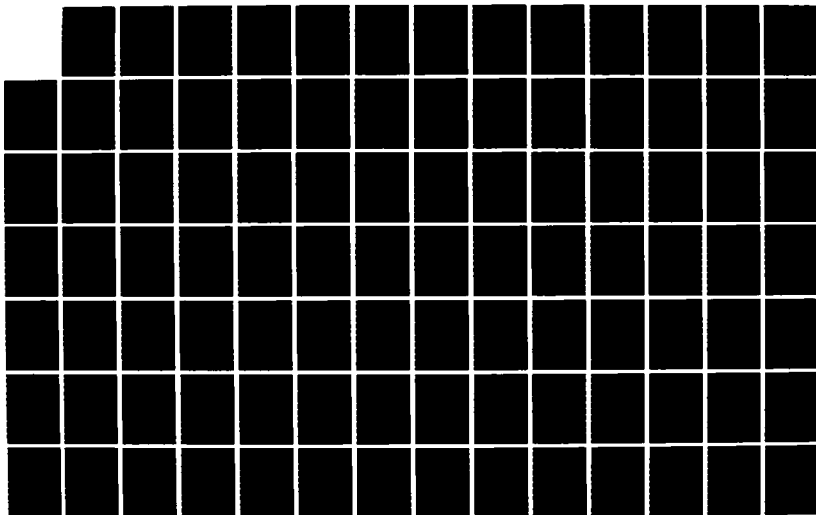
DETERMINING THE IMPACT OF FAMILY PROGRAMS UPON
RETENTION: WHY SUCCESSFUL OFFICERS STAY(U) ARMY WAR
COLL CARLISLE BARRACKS PA T P ROSS 12 MAY 86

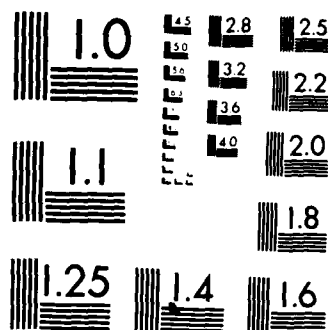
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MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS-1963-A

1R FER 86 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

235 CHILD CARE AVAILABLE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	1	.7	.7	.7
	1	12	8.4	8.5	9.2
	2	21	14.7	16.8	23.9
	3	42	29.4	30.6	53.5
	4	66	46.2	66.5	100.0
	-1	1	.7	MISSING	
	TOTAL	143	100.0	100.0	

MEAN	3.127	STD DEV	.084	MEAN	3.000
MODE	4.000	STD DEV	1.007	VARIANCE	1.005
KURTOSIS	-.037	S E KURT	1.087	SKEWNESS	-.944
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	444.000		

VALID CASES 142 MISSING CASES 1

2

036 SERVICES BY ACS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	1	.7	.7	.7
	1	12	8.4	8.6	9.3
	2	28	19.6	19.6	28.9
	3	43	30.1	30.1	59.0
	4	59	41.3	41.3	100.0
	TOTAL	143	100.0	100.0	

MEAN	3.038	STD DEV	.084	MEAN	3.000
MODE	4.000	STD DEV	1.007	VARIANCE	1.013
KURTOSIS	-.410	S E KURT	1.087	SKEWNESS	-.720
S E SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	433.000		

VALID CASES 143 MISSING CASES 0

1R FER A6 FREQUENCIES
STUDENT RESEARCH PROJECT - CTC BOSS

FILE:

Q37 SERVICES BY CHAPLAINCY

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	5	3.5	3.5	3.5
	1	31	21.7	21.7	25.2
	2	20	20.3	20.3	45.5
	3	30	27.3	27.3	72.7
	4	30	27.3	27.3	100.0
	TOTAL	143	100.0	100.0	

MEAN	2.539	STD ERR	.101	MEDIAN	3.000
MODE	3.000	STD DEV	1.203	VARIANCE	1.448
KURTOSIS	-1.097	S F KURT	1.087	SKEWNESS	-2.284
S F SKFW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	362.000		

VALID CASES 143 MISSING CASES 0

Q38 MEDICAL/DENTAL CARE

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	17	11.0	11.0	11.0
	1	68	47.6	47.6	59.6
	2	10	7.0	7.0	66.6
	3	31	21.7	21.7	88.1
	4	17	11.0	11.0	100.0
	TOTAL	143	100.0	100.0	

MEAN	1.749	STD ERR	.105	MEDIAN	1.000
MODE	1.000	STD DEV	1.260	VARIANCE	1.588
KURTOSIS	-1.032	S F KURT	1.087	SKEWNESS	.502
S F SKFW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	249.000		

VALID CASES 143 MISSING CASES 0

1A FFR 04 FREQUENCIES
STUDENT RESEARCH PROJECT - LTR POSS

FILE:

Q70 CHAMPUS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	7	4.0	4.0	4.0
	1	30	21.0	25.0	29.0
	2	21	14.7	16.7	43.7
	3	43	30.1	30.1	73.8
	4	42	29.4	29.4	103.2
	TOTAL	143	100.0	100.0	
MEAN	2.500				3.000
MODE	3.000	104			1.555
KURTOSIS	-1.024	1.087			-440
S F SKEW	.203	4.000			0.0
MAXIMUM	4.000	369.000			

VALID CASES 143 MISSING CASES 0

240 OPPORT TO COMMAND

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	70	55.2	55.2	55.2
	1	50	35.0	35.0	90.2
	2	7	4.0	4.0	94.2
	3	3	2.1	2.1	96.3
	4	4	2.8	2.8	99.1
	TOTAL	143	100.0	100.0	
MEAN	.622				0.0
MODE	0.0	.075			.800
KURTOSIS	4.448	.894			1.960
S F SKEW	.203	1.087			0.0
MAXIMUM	4.000	4.000			

VALID CASES 143 MISSING CASES 0

19 FEB 66 FREQUENCIES
STUDENT RESEARCH PROJECT - LTR POSS

474.

TIME AWAY FROM FAN 17C

VALUE LABEL	VALUE	FREQ	PERCENT	VALID PERCENT	SUM PERCENT
MEAN	3.140				3.000
MODE	4.000				.707
KURTOSIS	1.667				-1.067
S F SKEW	.203				0.9
MAXIMUM	4.000				
STD FRP		.075		MEFION	
STD DEV		.803		VARIANCE	
S F KURT		1.087		SKEWNESS	
RANGE		6.000		MINIMUM	
SUM		440.000			
TOTAL		143	100.0	100.0	

VOID CASES	173	MISSING CASES	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9
10	10	10	10
11	11	11	11
12	12	12	12
13	13	13	13
14	14	14	14
15	15	15	15
16	16	16	16
17	17	17	17
18	18	18	18
19	19	19	19
20	20	20	20
21	21	21	21
22	22	22	22
23	23	23	23
24	24	24	24
25	25	25	25
26	26	26	26
27	27	27	27
28	28	28	28
29	29	29	29
30	30	30	30
31	31	31	31
32	32	32	32
33	33	33	33
34	34	34	34
35	35	35	35
36	36	36	36
37	37	37	37
38	38	38	38
39	39	39	39
40	40	40	40
41	41	41	41
42	42	42	42
43	43	43	43
44	44	44	44
45	45	45	45
46	46	46	46
47	47	47	47
48	48	48	48
49	49	49	49
50	50	50	50
51	51	51	51
52	52	52	52
53	53	53	53
54	54	54	54
55	55	55	55
56	56	56	56
57	57	57	57
58	58	58	58
59	59	59	59
60	60	60	60
61	61	61	61
62	62	62	62
63	63	63	63
64	64	64	64
65	65	65	65
66	66	66	66
67	67	67	67
68	68	68	68
69	69	69	69
70	70	70	70
71	71	71	71
72	72	72	72
73	73	73	73
74	74	74	74
75	75	75	75
76	76	76	76
77	77	77	77
78	78	78	78
79	79	79	79
80	80	80	80
81	81	81	81
82	82	82	82
83	83	83	83
84	84	84	84
85	85	85	85
86	86	86	86
87	87	87	87
88	88	88	88
89	89	89	89
90	90	90	90
91	91	91	91
92	92	92	92
93	93	93	93
94	94	94	94
95	95	95	95
96	96	96	96
97	97	97	97
98	98	98	98
99	99	99	99
100	100	100	100

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042 UNACCOMPANIED TOURS

[illegible]

VAL TO CASES	143	MISSING CASES	0
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1R FFR RA FREQUENCIES
STUDENT RESEARCH PROJECT - LTC BOSS

FILE:

944 UNRESIRARIF POSTS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	7	2.1	2.1	2.1
	1	1	.7	.7	2.8
	2	21	14.7	14.7	17.5
	3	50	35.0	35.0	52.6
	4	68	47.6	47.6	100.0
	TOTAL	143	100.0	100.0	
MEAN	3.252				
MODE	4.000	.074			3.000
KURTOSIS	2.162	.884			.781
S E SKEW	.203	1.097			-1.325
MAXIMUM	4.000	6.000			0.0

VALID CASES 143 MISSING CASES 0

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046 PHYS FITNESS CENTERS

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	7	4.0	4.0	4.0
	1	50	35.0	35.0	39.0
	2	33	23.1	23.1	62.0
	3	31	21.7	21.7	83.6
	4	22	15.6	15.6	99.0
	TOTAL	143	100.0	100.0	
MEAN	2.077				
MODE	1.000	.009			2.000
KURTOSIS	-1.050	1.175			1.381
S E SKEW	.203	1.097			.245
MAXIMUM	4.000	6.000			0.0

VALID CASES 143 MISSING CASES 0

19 FEB 68 EFFICIENT
STUDENT RESEARCH PROJECT - LTR PASS

51-103

5965 IMPORT OF WHAT I DO

[illegible]

	VALID CASES	MISSING CASES	N
1	143		

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470 SERVE WITH SOLDIERS

[illegible]

VALID CASES	MISSING CASES	N
143	143	286

1R FFR R6 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

PTCF:

067 COMMISSARY SERVICES

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	12	8.6	8.6	8.6
	1	77	54.0	54.0	50.4
	2	19	13.3	13.3	72.7
	3	27	19.0	19.0	91.6
	4	12	8.6	8.6	100.0
	TOTAL	143	100.0	100.0	
MEAN	1.678				1.000
MODE	1.000	.094			1.276
KURTOSIS	-.420	1.130			.562
S F SKW	.203	1.087			0.0
MAXIMUM	4.000	4.000			
		240.000			

VALID CASES 143 MISSING CASES 0

2 2

068 PX SERVICES

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	10	7.0	7.0	7.0
	1	45	45.5	45.5	52.4
	2	29	20.3	20.3	72.7
	3	28	19.6	19.6	92.3
	4	11	7.7	7.7	100.0
	TOTAL	143	100.0	100.0	
MEAN	1.755				1.000
MODE	1.000	.091			1.196
KURTOSIS	-.649	1.080			.535
S F SKW	.203	1.087			0.0
MAXIMUM	4.000	4.000			
		251.000			

VALID CASES 143 MISSING CASES 0

1A FFA AS
EFFICIENCIES
STUDENT RESEARCH PROJECT - ITC DOES

3713

649 RETIREMENT SYSTEM

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	SUM PERCENT
MEAN					
MODE	1.000	70	55.2	55.2	90.0
KURTOSIS	3.500	5	3.9	3.9	94.4
S E SKFW	2.200	6	4.3	4.3	98.6
MAXIMUM	4.000	2	1.6	1.6	100.0
		143	100.0	100.0	
STO FRP	.007				1.000
STD DEV	.807				.652
S E KURT	1.007				1.513
RANGE	4.000				0.0
SUM	115.000				

WAITING CASES	143	MISSING CASES	2
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9
10	10	10	10
11	11	11	11
12	12	12	12
13	13	13	13
14	14	14	14
15	15	15	15
16	16	16	16
17	17	17	17
18	18	18	18
19	19	19	19
20	20	20	20
21	21	21	21
22	22	22	22
23	23	23	23
24	24	24	24
25	25	25	25
26	26	26	26
27	27	27	27
28	28	28	28
29	29	29	29
30	30	30	30
31	31	31	31
32	32	32	32
33	33	33	33
34	34	34	34
35	35	35	35
36	36	36	36
37	37	37	37
38	38	38	38
39	39	39	39
40	40	40	40
41	41	41	41
42	42	42	42
43	43	43	43
44	44	44	44
45	45	45	45
46	46	46	46
47	47	47	47
48	48	48	48
49	49	49	49
50	50	50	50
51	51	51	51
52	52	52	52
53	53	53	53
54	54	54	54
55	55	55	55
56	56	56	56
57	57	57	57
58	58	58	58
59	59	59	59
60	60	60	60
61	61	61	61
62	62	62	62
63	63	63	63
64	64	64	64
65	65	65	65
66	66	66	66
67	67	67	67
68	68	68	68
69	69	69	69
70	70	70	70
71	71	71	71
72	72	72	72
73	73	73	73
74	74	74	74
75	75	75	75
76	76	76	76
77	77	77	77
78	78	78	78
79	79	79	79
80	80	80	80
81	81	81	81
82	82	82	82
83	83	83	83
84	84	84	84
85	85	85	85
86	86	86	86
87	87	87	87
88	88	88	88
89	89	89	89
90	90	90	90
91	91	91	91
92	92	92	92
93	93	93	93
94	94	94	94
95	95	95	95
96	96	96	96
97	97	97	97
98	98	98	98
99	99	99	99
100	100	100	100

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050 SATISFIED WITH MY JOB

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	MISSING PERCENT
	0	87	60.8	60.8	60.8
	1	52	37.1	37.1	37.1
	2	1	.7	.7	98.6
	4	2	1.4	1.4	100.0
	TOTAL	143	100.0	100.0	

MEAN	-64.8				0.0
MODE	0.0	.057			.660
KURTOSIS	9.746	.678		VARIANCE	2.457
S F SKEW	.203	1.087		SKENESS	0.0
MAXIMUM	4.000	66.000		MINIMUM	

VALID CASES	143	MISSING CASES	0
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1A FFA R6 FREQUENCIES
STUDENT RESEARCH PROJECT - LTC ROSS

FILE:

Q51 UNIQUENESS OF MIL

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	56	39.2	39.2	39.2
	1	71	49.7	49.7	88.9
	2	11	7.7	7.7	96.6
	3	2	1.4	1.4	98.0
	4	2	2.4	2.4	100.0
	TOTAL	143	100.0	100.0	

MEAN	.774	STD DEV	.048	MEDIAN	1.000
MODE	1.000	STD DEV	.017	VARIANCE	.448
KURTOSIS	3.821	S F KURT	1.097	SKWNESS	1.535
S F SKEW	.203	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	111.000		

VALID CASES 143 MISSING CASES 0

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Q52 OPPORTUNITY FOR PROMO

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	0	74	25.2	25.0	25.0
	1	75	52.4	54.0	79.0
	2	13	9.1	9.4	88.2
	3	13	9.1	9.4	97.6
	4	2	1.4	1.4	100.0
	5	1	2.8	MISSING	
	TOTAL	143	100.0	100.0	

MEAN	1.065	STD DEV	.070	MEDIAN	1.000
MODE	1.000	STD DEV	.026	VARIANCE	.858
KURTOSIS	.012	S F KURT	1.086	SKWNESS	1.036
S F SKEW	.206	RANGE	4.000	MINIMUM	0.0
MAXIMUM	4.000	SUM	148.000		

VALID CASES 139 MISSING CASES 4

VARIABLE Q51 UNIQFNESS OF MIL

MEAN 1.776 S.F. MEAN .043
 VARIANCE 1.668 KURTOSIS 3.921
 SKEWNESS 1.535 S.F. SKEW .203
 MINIMUM 1.000 MAXIMUM 5.000

STD. DEV.
 S.E. KURT
 RANGE
 SUM

1.917
 1.997
 4.070
 254.000

VALID OBSERVATIONS = 143 MISSING OBSERVATIONS = 0

VARIABLE Q52 OPPORTUNITY FOR PROMO

MEAN 2.065 S.E. MEAN .079
 VARIANCE 1.858 KURTOSIS .912
 SKEWNESS 1.036 S.F. SKEW .206
 MINIMUM 1.000 MAXIMUM 5.000

STD. DEV.
 S.E. KURT
 RANGE
 SUM

1.926
 1.995
 4.000
 287.000

VALID OBSERVATIONS = 139 MISSING OBSERVATIONS = 4

VARIABLE SOCSVC

MEAN 3.662 S.E. MEAN .085
 VARIANCE 1.034 KURTOSIS -.630
 SKEWNESS -.347 S.F. SKEW .203
 MINIMUM 1.000 MAXIMUM 5.000

STD. DEV.
 S.E. KURT
 RANGE
 SUM

1.917
 1.997
 4.000
 520.000

VALID OBSERVATIONS = 142 MISSING OBSERVATIONS = 1

VARIABLE JOBCOM

MEAN 1.287 S.E. MEAN .051
 VARIANCE .375 KURTOSIS 12.991
 SKEWNESS 3.105 S.F. SKEW .203
 MINIMUM 1.000 MAXIMUM 5.000

STD. DEV.
 S.E. KURT
 RANGE
 SUM

1.612
 1.997
 4.000
 184.000

VALID OBSERVATIONS = 143 MISSING OBSERVATIONS = 0

VARIABLE BENEFIT

MEAN 2.050 S.E. MEAN .070
 VARIANCE .686 KURTOSIS -.606
 SKEWNESS .371 S.F. SKEW .206
 MINIMUM 1.000 MAXIMUM 4.000

STD. DEV.
 S.E. KURT
 RANGE
 SUM

1.828
 1.996
 3.000
 285.000

VALID OBSERVATIONS = 139 MISSING OBSERVATIONS = 4

VARIABLE ABSENCE

MEAN 4.042
VARIANCE .801
SKEWNESS -.800
MINIMUM 1.000

S.E. MEAN .075
KURTOSIS .954
S.E. SKEW .203
MAXIMUM 5.000

STD. DEV .995
S.E. KURT 1.997
RANGE 4.000
SUM 578.000

VALID OBSERVATIONS = 143 MISSING OBSERVATIONS = 0

VARIABLE PROGRAM

MEAN 2.203
VARIANCE .867
SKEWNESS -.645
MINIMUM 1.000

S.E. MEAN .078
KURTOSIS .133
S.E. SKEW .203
MAXIMUM 5.000

STD. DEV .931
S.E. KURT 1.997
RANGE 4.000
SUM 315.000

VALID OBSERVATIONS = 143 MISSING OBSERVATIONS = 0

VARIABLE ATTRACT

MEAN 3.531
VARIANCE .913
SKEWNESS -.214
MINIMUM 1.000

S.E. MEAN .080
KURTOSIS .587
S.E. SKEW .203
MAXIMUM 5.000

STD. DEV .955
S.E. KURT 1.997
RANGE 4.000
SUM 505.000

VALID OBSERVATIONS = 143 MISSING OBSERVATIONS = 0

VARIABLE SATIS

MEAN 1.392
VARIANCE .240
SKEWNESS .449
MINIMUM 1.000

S.E. MEAN .741
KURTOSIS -1.874
S.E. SKEW .203
MAXIMUM 2.000

STD. DEV .420
S.E. KURT 1.997
RANGE 1.000
SUM 199.000

VALID OBSERVATIONS = 143 MISSING OBSERVATIONS = 0

VARIABLE TRAVEL

MEAN 2.217
VARIANCE .903
SKEWNESS .550
MINIMUM 1.000

S.E. MEAN .079
KURTOSIS .533
S.E. SKEW .203
MAXIMUM 4.000

STD. DEV .950
S.E. KURT 1.997
RANGE 3.000
SUM 317.000

VALID OBSERVATIONS = 143 MISSING OBSERVATIONS = 0

Crosstabulations: Q01 RANK
By Q14 ENJOY MILITARY CAREER

Q14->	Count Row Pct Col Pct	ISTRONG IGREE	AIAGREE	INEITHER	Row Total
		0	1	2	
Q01	0	57	59	2	118
		48.3	50.0	1.7	82.5
LTC		79.2	85.5	100.0	
	1	15	10		25
		60.0	40.0		17.5
COL		20.8	14.5		
	Column Total	72	69	2	143
		50.3	48.3	1.4	100.0

Number of Missing Observations = 0

Crosstabulations: Q04 MILITARY FAMILY
By Q14 ENJOY MILITARY CAREER

Q14->	Count Row Pct Col Pct	ISTRONG IGREE	AIAGREE	INEITHER	Row Total
		0	1	2	
Q04	0	11	15		26
		42.3	57.7		18.2
YES		15.3	21.7		
	1	61	54	2	117
		52.1	46.2	1.7	81.8
NO		84.7	78.3	100.0	
	Column Total	72	69	2	143
		50.3	48.3	1.4	100.0

Number of Missing Observations = 0

Crosstabulations: Q05 AFCS
By Q14 ENJOY MILITARY CAREER

Q14->	Count Row Pct Col Pct	ISTRONG IGREE	AIAGREE	INEITHER	Row Total
		0	1	2	
Q05	0	7	6		13
		53.8	46.2		9.1
17 YEARS OR LESS		9.7	8.7		
	1	21	20	2	43
		48.8	46.5	4.7	30.1
18-19 YEARS		29.2	29.0	100.0	
	2	30	31		61
		49.2	50.8		42.7
20-21 YEARS		41.7	44.9		
	3	13	11		24
		54.2	45.8		16.8
22-23 YEARS		18.1	15.9		
	4	1	1		2
		50.0	50.0		1.4
24 YEARS OR MORE		1.4	1.4		
	Column Total	72	69	2	143
		50.3	48.3	1.4	100.0

Number of Missing Observations = 0

Crosstabulation: Q08 BY Q14 YEARS TO STAY ENJOY MILITARY CAREER

Q14-> Q08	Count Row Pct Col Pct	STRONG AGREE		NEITHER		Row Total
		0	1	1	2	
20-21 YEARS	1	1	1	1		2
		50.0	50.0			1.4
		1.4	1.4			
22-23 YEARS	2	1	3			4
		25.0	75.0			2.8
		1.4	4.3			
24-25 YEARS	3	11	10	2		23
		47.8	43.5	8.7		16.1
		15.3	14.5	100.0		
26-27 YEARS	4	15	23			38
		39.5	60.5			26.6
		20.8	33.3			
28-29 YEARS	5	4	4			8
		50.0	50.0			5.6
		5.6	5.8			
30 YEARS	6	29	23			52
		55.8	44.2			36.4
		40.3	33.3			
MT 30 YEARS	7	11	5			16
		48.8	31.3			11.2
		15.3	7.2			
Column Total		72	69	2		143
		50.3	48.3	1.4		100.0

Number of Missing Observations = 0

Crosstabulation: Q09 BY Q14 HIGHEST EXPECTED RANK ENJOY MILITARY CAREER

Q14-> Q09	Count Row Pct Col Pct	STRONG AGREE		NEITHER		Row Total
		0	1	1	2	
LTC	0	1	1	1		2
		50.0	50.0			1.4
		1.4	1.5			
COL	1	52	53	2		107
		48.6	49.5	1.9		75.9
		73.2	77.9	100.0		
BB	2	4	7			11
		36.4	63.6			7.8
		5.6	10.3			
MG	3	13	6			19
		48.4	31.6			13.5
		18.3	8.8			
LTG	4		1			1
			100.0			.7
			1.5			
GEN	5	1				1
		100.0				.7
		1.4				
Column Total		71	68	2		141
		50.4	48.2	1.4		100.0

Number of Missing Observations = 2

Crosstabulation:		Q01		RANK		DOING SOMETHING USEFUL	
		By Q18					
Q18->	Count	ISTRONG	A1AGREE	INEITHER			
	Row Pct	IGREE					Row
	Col Pct	0	1	2			Total
Q01							
LTC	0	53	64	1	118		
		44.9	54.2	.8	82.5		
		74.6	90.1	100.0			
COL	1	18	7		25		
		72.0	28.0		17.5		
		25.4	9.9				
Column		71	71	1	143		
Total		49.7	49.7	.7	100.0		

Number of Missing Observations = 0

Crosstabulation:		Q05		AFCS		DOING SOMETHING USEFUL	
		By Q18					
Q18->	Count	ISTRONG	A1AGREE	INEITHER			
	Row Pct	IGREE					Row
	Col Pct	0	1	2			Total
Q05							
17 YEARS OR LESS	0	11	2		13		
		84.6	15.4		9.1		
		15.5	2.8				
18-19 YEARS	1	20	22	1	43		
		46.5	51.2	2.3	30.1		
		28.2	31.0	100.0			
20-21 YEARS	2	26	35		61		
		42.6	57.4		42.7		
		36.6	49.3				
22-23 YEARS	3	13	11		24		
		54.2	45.8		16.8		
		18.3	15.5				
24 YEARS OR MORE	4	1	1		2		
		50.0	50.0		1.4		
		1.4	1.4				
Column		71	71	1	143		
Total		49.7	49.7	.7	100.0		

Number of Missing Observations = 0

Crosstabulation:		Q04		MILITARY FAMILY		DOING SOMETHING USEFUL	
		By Q18					
Q18->	Count	ISTRONG	A1AGREE	INEITHER			
	Row Pct	IGREE					Row
	Col Pct	0	1	2			Total
Q04							
YES	0	12	14		26		
		46.2	53.8		18.2		
		16.9	19.7				
NO	1	59	57	1	117		
		50.4	48.7	.9	81.8		
		83.1	80.3	100.0			
Column		71	71	1	143		
Total		49.7	49.7	.7	100.0		

Number of Missing Observations = 0

Crosstabulation:		Q08		YEARS TO STAY		DOING SOMETHING USEFUL	
		By Q18					
Q18->	Count	ISTRONG	A1AGREE	INEITHER			
	Row Pct	IGREE					Row
	Col Pct	0	1	2			Total
Q08							
20-21 YEARS	1	1	1		2		
		50.0	50.0		1.4		
		1.4	1.4				
22-23 YEARS	2	1	2	1	4		
		25.0	50.0	25.0	2.8		
		1.4	2.8	100.0			
24-25 YEARS	3	8	15		23		
		34.8	65.2		16.1		
		11.3	21.1				
26-27 YEARS	4	13	25		38		
		34.2	65.8		26.6		
		18.3	35.2				
28-29 YEARS	5	6	2		8		
		75.0	25.0		5.6		
		8.5	2.8				
30 YEARS	6	30	22		52		
		57.7	42.3		36.4		
		42.3	31.0				
MT 30 YEARS	7	12	4		16		
		75.0	25.0		11.2		
		16.9	5.6				
Column		71	71	1	143		
Total		49.7	49.7	.7	100.0		

Number of Missing Observations = 0

Crosstabulations: Q09 HIGHEST EXPECTED RANK
By Q18 DOING SOMETHING USEFUL

Q18->	Count	STRONG AGREE	NEITHER	Row Pct	Col Pct	Row Total
Q09	0	1	1	2		
LTC		50.0	50.0	1.4		1.4
COL	1	48	58	1		107
		44.9	54.2	.9		75.9
		68.6	82.9	100.0		
BB	2	5	6	11		11
		45.5	54.5	7.8		7.8
		7.1	8.6			
MB	3	14	5	19		19
		73.7	26.3	13.5		13.5
		20.0	7.1			
LTB	4	1	1	1		.7
		100.0				
		1.4				
GEN	5	1	1	1		.7
		100.0				
		1.4				
Column Total	70	70	1	141		141
Total	49.6	49.6	.7	100.0		100.0

Number of Missing Observations = 2

Crosstabulations: Q01 RANK
By Q45 IMPORT OF WHAT I DO

Q45->	Count	DEF INCE|PROB INC|DEF NOT I	Row Pct	Col Pct	Row Total
Q01	0	72	44	2	118
LTC		61.0	37.3	1.7	82.5
		80.9	86.3	66.7	
COL	1	17	7	1	25
		68.0	28.0	4.0	17.5
		19.1	13.7	33.3	
Column Total	89	51	3	143	143
Total	62.2	35.7	2.1	100.0	100.0

Number of Missing Observations = 0

Crosstabulations: Q04 MILITARY FAMILY
By Q45 IMPORT OF WHAT I DO

Q45->	Count	DEF INCE|PROB INC|DEF NOT I	Row Pct	Col Pct	Row Total
Q04	0	22	4	1	26
YES		84.6	15.4		18.2
		24.7	7.8		
NO	1	67	47	3	117
		57.3	40.2	2.6	81.8
		75.3	92.2	100.0	
Column Total	89	51	3	143	143
Total	62.2	35.7	2.1	100.0	100.0

Number of Missing Observations = 0

Crosstabulations: Q05 AFCS
By Q45 IMPORT OF WHAT I DO

Q45->	Count	DEF INCE|PROB INC|DEF NOT I	Row Pct	Col Pct	Row Total
Q05	0	9	4	1	13
17 YEARS OR LESS		69.2	30.8		9.1
		10.1	7.8		
18-19 YEARS	1	29	13	1	43
		67.4	30.2	2.3	30.1
		32.6	25.5	33.3	
20-21 YEARS	2	34	26	1	41
		55.7	42.6	1.6	42.7
		38.2	51.0	33.3	
22-23 YEARS	3	16	7	1	24
		66.7	29.2	4.2	16.8
		18.0	13.7	33.3	
24 YEARS OR MORE	4	1	1	1	2
		50.0	50.0		1.4
		1.1	2.0		
Column Total	89	51	3	143	143
Total	62.2	35.7	2.1	100.0	100.0

Number of Missing Observations = 0

Crosstabulation: Q08 YEARS TO STAY
BY Q45 IMPORT OF WHAT I DO

Q45->	Count Row Pct Col Pct	IDEF INCEIPROB INCIDEF NOT I INTIVE I INCENTIVE I INCENTIVE I				Row Total
		0	1	2	3	
Q08						
20-21 YEARS	1	1	1			2
		50.0	50.0			1.4
		1.1	2.0			
22-23 YEARS	2	4				4
		100.0				2.8
		4.5				
24-25 YEARS	3	13	8	2		23
		56.5	34.8	8.7		16.1
		14.6	15.7	66.7		
26-27 YEARS	4	20	18			38
		52.6	47.4			26.6
		22.5	35.3			
28-29 YEARS	5	5	2	1		8
		62.5	25.0	12.5		5.6
		5.6	3.9	33.3		
30 YEARS	6	34	18			52
		65.4	34.6			36.4
		38.2	35.3			
MT 30 YEARS	7	12	4			16
		75.0	25.0			11.2
		13.5	7.8			
Column Total		89	51	3		143
		62.2	35.7	2.1		100.0

Number of Missing Observations = 0

Crosstabulation: Q01 RANK
BY Q50 SATISFIED WITH MY JOB

Q50->	Count Row Pct Col Pct	IDEF INCEIPROB INCIDEF NOT I INTIVE I INCENTIVE I INCENTIVE I				Row Total
		0	1	3	4	
Q01						
LTC	0	69	47	1	1	118
		58.5	39.8	.8	.8	83.1
		79.3	90.4	100.0	50.0	
COL	1	18	5			24
		75.0	20.8			16.9
		20.7	9.6			50.0
Column Total		87	52	1	2	142
		61.3	36.6	.7	1.4	100.0

Number of Missing Observations = 1

Crosstabulation: Q04 MILITARY FAMILY
BY Q50 SATISFIED WITH MY JOB

Q50->	Count Row Pct Col Pct	IDEF INCEIPROB INCIDEF NOT I INTIVE I INCENTIVE I INCENTIVE I				Row Total
		0	1	3	4	
Q04						
YES	0	15	10			25
		60.0	40.0			17.6
		17.2	19.2			
NO	1	72	42	1	2	117
		61.5	35.9	.9	1.7	82.4
		82.8	80.8	100.0	100.0	
Column Total		87	52	1	2	142
		61.3	36.6	.7	1.4	100.0

Number of Missing Observations = 1

Crosstabulation: Q05 AFCS
BY Q50 SATISFIED WITH MY JOB

Q50->	Count Row Pct Col Pct	IDEF INCEIPROB INCIDEF NOT I INTIVE I INCENTIVE I INCENTIVE I				Row Total
		0	1	3	4	
Q05						
17 YEARS OR LESS	0	8	5			13
		61.5	38.5			9.2
		9.2	9.6			
18-19 YEARS	1	24	18	1		43
		55.8	41.9	2.3		30.3
		27.6	34.6	100.0		
20-21 YEARS	2	36	24		1	61
		59.0	39.3		1.6	43.0
		41.4	46.2		50.0	
22-23 YEARS	3	18	4		1	23
		78.3	17.4		4.3	16.2
		20.7	7.7		50.0	
24 YEARS OR MORE	4	1	1			2
		50.0	50.0			1.4
		1.1	1.9			
Column Total		87	52	1	2	142
		61.3	36.6	.7	1.4	100.0

Number of Missing Observations = 1

Crosstabulations: By Q09 HIGHEST EXPECTED RANK SATISFIED WITH MY JOB

Q50->	Count	IDEF	INCE	PROB	INCE	PROB	NOT	IDEF	NOT
	Row Pct	INTIVE	INTIVE		INTIVE		INTIVE	INTIVE	INTIVE
Q09	Col Pct	0	1	3	4	5	6	7	8
LTC	0	1	1	1	1	1	1	1	1
		50.0	50.0						
		1.2	2.0						
COL	1	66	37	1	2				
		62.3	34.9	.9	1.9				
		76.7	72.5	100.0	100.0				
B8	2	6	5						
		54.5	45.5						
		7.0	9.8						
MB	3	12	7						
		63.2	36.8						
		14.0	13.7						
LTC	4		1						
			100.0						
			2.0						
GEN	5	1	1						
		100.0							
		1.2							
Column Total		86	51	1	2				
Row Total		41.4	36.4	.7	1.4				

Number of Missing Observations = 3

Crosstabulations: By Q04 MILITARY FAMILY FEELING OF PATRIOTISM

Q33->	Count	IDEF	INCE	PROB	INCE	PROB	INCE	PROB	NOT	DEF	NOT
	Row Pct	INTIVE	ENTIVE	ION							
	Col Pct	0	1	2	3	4					
Q04	0	14	11	1							
		53.8	42.3	3.8							
YES		23.3	15.9	20.0							
	1	46	58	4	5	2					
		40.0	50.4	3.5	4.3	1.7					
NO		76.7	84.1	80.0	100.0	100.0					
	Column	60	69	5	5	2					
	Total	42.4	48.9	3.5	3.5	1.4					

Number of Missing Observations = 2

Crosstabulations: By Q08 YEARS TO STAY SATISFIED WITH MY JOB

Count		IDEF	INCE	PROB	INCE	PROB	NOT	IDEF	NOT	Row Total
Q50->	Row Pct Col Pct	INTIVE	ENTIVE	INTIVE	ENTIVE	INTIVE	ENTIVE	INTIVE	ENTIVE	
Q08	1	1	1	1	1	1	1	1	1	2
	20-21 YEARS	50.0	50.0	1	1	1	1	1	1	1.4
		1.1	1.9							
22-23 YEARS	2	3	1	1	1	1	1	1	1	4
		75.0	25.0							2.8
		3.4	1.9							
24-25 YEARS	3	13	8	1	1	1	1	1	1	23
		56.5	34.8	4.3	4.3	50.0				16.2
		14.9	15.4	100.0						
26-27 YEARS	4	23	15							38
		60.5	39.5							26.8
		26.4	28.8							
28-29 YEARS	5	5	2	1	1	1	1	1	1	8
		62.5	25.0	12.5	12.5	50.0				5.6
		5.7	3.8							
30 YEARS	6	32	19							51
		62.7	37.3							35.9
		36.8	36.5							
MT 30 YEARS	7	10	6							16
		62.5	37.5							11.3
		11.5	11.8							
Column Total		87	52	1	2	1.4	100.0			
		41.3	36.6	.7	1.4	100.0				

Number of Missing Observations = 1

Crosstabulations: By Q01 RANK FEELING OF PATRIOTISM

Count	IDEF	INCE	PROB	INCE	PROB	NOT	IDEF	NOT
Row Pct	INTIVE	IENTIVE	ION	INCENT	INCENT	IV		
Col Pct	0	1	2	3	4			
0	47	60	5	3	2			
	40.2	51.3	4.3	2.6	1.7			
	78.3	87.0	100.0	60.0	100.0			
1	13	9	2	2				
	56.2	37.5		8.3				
	21.7	13.0		40.0				
Column	60	69	5	5	2			

Number of Missing Observations = 2

Crosstabulation By Q33 AFCS FEELING OF PATRIOTISM

Page

Q33->	Count Row Pct Col Pct	DEF INCE|PROB INCING OPINI|PROB NOTIDEF NOT			INCENTIVE|INCENTIVE|INCENTIVE			Row Total
		0	1	2	3	4	5	
Q05								
17 YEARS OR LESS	0	5	6	1	1			12
		41.7	50.0	8.3				8.5
		8.3	8.7	20.0				
18-19 YEARS	1	15	22	2	3	1		43
		34.9	51.2	4.7	7.0	2.3		30.5
		25.0	31.9	40.0	60.0	50.0		
20-21 YEARS	2	30	28	2		1		61
		49.2	45.9	3.3		1.6		43.3
		50.0	40.6	40.0		50.0		
22-23 YEARS	3	8	13		2			23
		34.8	56.5		8.7			16.3
		13.3	18.8		40.0			
24 YEARS OR MORE	4	2						2
		100.0						1.4
		3.3						
Column Total		60	69	5	5	2		141
		42.6	48.9	3.5	3.5	1.4		100.0

Number of Missing Observations = 2

Crosstabulation By Q33 YEARS TO STAY FEELING OF PATRIOTISM

Page

Q33->	Count Row Pct Col Pct	DEF INCE|PROB INCING OPINI|PROB NOTIDEF NOT			INCENTIVE|INCENTIVE|INCENTIVE			Row Total
		0	1	2	3	4	5	
Q08								
20-21 YEARS	1		2					2
			100.0					1.4
			2.9					
22-23 YEARS	2	2	2					4
		50.0	50.0					2.8
		3.3	2.9					
24-25 YEARS	3	7	12	1	2	1		23
		30.4	52.2	4.3	8.7	4.3		16.3
		11.7	17.4	20.0	40.0	50.0		
26-27 YEARS	4	11	24	2	1			38
		28.9	63.2	5.3	2.6			27.0
		18.3	34.8	40.0	20.0			
28-29 YEARS	5	2	3		1	1		7
		28.6	42.9		14.3	14.3		5.0
		3.3	4.3		20.0	50.0		
30 YEARS	6	30	19	1	1			51
		58.8	37.3	2.0	2.0			36.2
		50.0	27.5	20.0	20.0			
MT 30 YEARS	7	8	7	1				16
		50.0	43.8	6.3				11.3
		13.3	10.1	20.0				
Column Total		60	69	5	5	2		141
		42.6	48.9	3.5	3.5	1.4		100.0

Number of Missing Observations = 2

Crosstabulation: D09 By Q33 HIGHEST EXPECTED RANK
FEELING OF PATRIOTISM

Page

Count IDEF INCE|PROB INC|NO OP|INI|PROB NOT|DEF NOT|
Q33--> Row Pct INTIVE INTENTIVE ION INCENT|INCENT|INCENT|INCENT|INCENT|
Col Pct 0 1 2 3 4

1009	0	1	2	3	4	Row Total
LTC		100.0				1.4
		3.0				
COL	1	45	50	5	1	106
		42.5	47.2	4.7	.9	76.3
		75.0	74.6	100.0	50.0	
B8	2	6	5			11
		54.5	45.5			7.9
		10.0	7.5			
MB	3	7	10		1	18
		38.9	55.6		5.6	12.9
		11.7	14.9		50.0	
LTB	4	1				1
		100.0				.7
		1.7				
BEN	5	1				1
		100.0				.7
		1.7				
Column Total	60	67	5	5	2	139
	43.2	48.2	3.6	3.6	1.4	100.0

Number of Missing Observations = 4

Crosstabulation: D01 By Q40 RANK
OPPOR TO COMMAND

Count IDEF INCE|PROB INC|NO OP|INI|PROB NOT|DEF NOT|
Q40--> Row Pct INTIVE INTENTIVE ION INCENT|INCENT|INCENT|INCENT|INCENT|
Col Pct 0 1 2 3 4

Q01	0	67	41	4	3	118
LTC		56.8	34.7	3.4	2.5	82.5
		84.8	82.0	57.1	100.0	75.0
COL	1	12	9	3	1	25
		48.0	36.0	12.0	4.0	17.5
		15.2	18.0	42.9	25.0	
Column Total	79	50	7	3	4	143
	55.2	35.0	4.9	2.1	2.8	100.0

Number of Missing Observations = 0

Crosstabulation: Q04 By Q40 MILITARY FAMILY
OPPOR TO COMMAND

Count IDEF INCE|PROB INC|NO OP|INI|PROB NOT|DEF NOT|
Q40--> Row Pct INTIVE INTENTIVE ION INCENT|INCENT|INCENT|INCENT|INCENT|
Col Pct 0 1 2 3 4

Q04	0	12	11	2	1	26
YES		46.2	42.3	7.7	3.8	18.2
		15.2	22.0	28.6	33.3	
NO	1	67	39	5	2	117
		57.3	33.3	4.3	1.7	81.8
		84.8	78.0	71.4	66.7	100.0
Column Total	79	50	7	3	4	143
	55.2	35.0	4.9	2.1	2.8	100.0

Number of Missing Observations = 0

Crosstabulation: Q05 By Q40 AFCS
OPPOR TO COMMAND

Count IDEF INCE|PROB INC|NO OP|INI|PROB NOT|DEF NOT|
Q40--> Row Pct INTIVE INTENTIVE ION INCENT|INCENT|INCENT|INCENT|INCENT|
Col Pct 0 1 2 3 4

Q05	0	6	6	1	1	13
17 YEARS OR LESS		46.2	46.2	7.7		9.1
		7.6	12.0	14.3		
18-19 YEARS	1	21	17	3	2	43
		48.8	39.5	7.0	4.7	30.1
		26.6	34.0	42.9	50.0	
20-21 YEARS	2	38	17	2	2	61
		62.3	27.9	3.3	3.3	42.7
		48.1	34.0	28.6	66.7	50.0
22-23 YEARS	3	13	9	1	1	24
		54.2	37.5	4.2	4.2	16.8
		16.5	18.0	14.3	33.3	
24 YEARS OR MORE	4	1	1			2
		50.0	50.0			1.4
		1.3	2.0			
Column Total	79	50	7	3	4	143
	55.2	35.0	4.9	2.1	2.8	100.0

Number of Missing Observations = 0

Crosstabulation: Q08 BY Q40 YEARS TO STAY
OPPOR TO COMMAND

Page

Q40-->	Count Row Pct Col Pct	IDEF	INCE	PROB	INCING	OPINI	PROB	NOTIDEF	NOT INCENTI	INCENTI	Row Total
Q08		0	1	2	3	4					
20-21 YEARS	1			2							2
				100.0							1.4
				4.0							
22-23 YEARS	2			2							4
				50.0							2.8
				2.5							
24-25 YEARS	3			10							23
				43.5							16.1
				12.7							
26-27 YEARS	4			17							38
				44.7							26.6
				21.5							
28-29 YEARS	5			4							8
				50.0							5.6
				5.1							
30 YEARS	6			33							52
				63.5							36.4
				41.8							
HT 30 YEARS	7			13							16
				81.3							11.2
				16.5							
Column Total				79							143
				55.2							100.0
				35.0							

Number of Missing Observations = 0

Crosstabulation: Q01 RANK BY Q46 SERVE WITH SOLDIERS

Q46-->	Count Row Pct Col Pct	IDEF	INCE	PROB	INCING	OPINI	PROB	NOTIDEF	NOT INCENTI	INCENTI	Row Total
Q01		0	1	2	3	4					
LTC	0			44							117
				54.7							82.4
				81.0							
COL	1			15							25
				60.0							17.6
				19.0							
Column Total				79							142
				55.6							100.0
				37.3							

Number of Missing Observations = 1

Crosstabulation: Q09 BY Q40 HIGHEST EXPECTED RANK
OPPOR TO COMMAND

Page

Q40-->	Count Row Pct Col Pct	IDEF	INCE	PROB	INCING	OPINI	PROB	NOTIDEF	NOT INCENTI	INCENTI	Row Total
Q09		0	1	2	3	4					
LTC	0			2							2
				100.0							1.4
				4.0							
COL	1			37							107
				53.3							75.9
				74.0							
BB	2			6							11
				54.5							7.8
				7.8							
MB	3			12							19
				63.2							13.5
				15.6							
LTB	4			1							1
				100.0							.7
				1.3							
BEN	5			1							1
				100.0							.7
				1.3							
Column Total				77							141
				54.6							100.0
				35.5							

Number of Missing Observations = 2

Crosstabulation: Q04 RANK BY Q46 SERVE WITH SOLDIERS

Q46-->	Count Row Pct Col Pct	IDEF	INCE	PROB	INCING	OPINI	PROB	NOTIDEF	NOT INCENTI	INCENTI	Row Total
Q04		0	1	2	3	4					
YES	0			16							26
				61.5							18.3
				20.3							
NO	1			63							116
				54.3							81.7
				79.7							
Column Total				79							142
				55.6							100.0
				37.3							

Number of Missing Observations = 1

Crosstabulation: Q09 By Q46 HIGHEST EXPECTED RANK SERVE WITH SOLDIERS

Page

Q09	Q46	Count	DEF	INCE	PROB	INC	IND	OP	INI	PROB	NOT	DEF	NOT	Row	Total
Q09	Q46	Count	DEF	INCE	PROB	INC	IND	OP	INI	PROB	NOT	DEF	NOT	Row	Total
		Col Pct	0	1	2	3	4								
LTC		0	1	2	100.0									1.4	1.4
		Col Pct	0	1	2	3	4								
COL		1	58	42	39.6	3.8	1	1						106	75.7
		Col Pct	58	42	39.6	3.8	1	1						106	75.7
DB		2	5	4	36.4	9.1	1	1						11	7.9
		Col Pct	5	4	36.4	9.1	1	1						11	7.9
MB		3	12	5	26.3	10.5	2							19	13.6
		Col Pct	12	5	26.3	10.5	2							19	13.6
LTS		4	1	1	100.0									1	.7
		Col Pct	1	1	100.0									1	.7
BEN		5	1	1	100.0									1	.7
		Col Pct	1	1	100.0									1	.7
Total		77	55.0	37.9	5.0	7	2	1.4						140	100.0
		Col Pct	55.0	37.9	5.0	7	2	1.4						140	100.0

Number of Missing Observations = 3

Crosstabulation: Q08 By Q46 YEARS TO STAY SERVE WITH SOLDIERS

Page

Q08	Q46	Count	DEF	INCE	PROB	INC	IND	OP	INI	PROB	NOT	DEF	NOT	Row	Total
Q08	Q46	Count	DEF	INCE	PROB	INC	IND	OP	INI	PROB	NOT	DEF	NOT	Row	Total
		Col Pct	0	1	2	3	4								
20-21 YEARS		1	1	2	100.0									1.4	1.4
		Col Pct	1	2	100.0									1.4	1.4
22-23 YEARS		2	3	1	75.0	25.0								2.8	2.8
		Col Pct	3	1	75.0	25.0								2.8	2.8
24-25 YEARS		3	11	9	47.8	39.1	8.7							23	16.2
		Col Pct	11	9	47.8	39.1	8.7							23	16.2
26-27 YEARS		4	18	17	47.4	44.7	7.9							38	26.8
		Col Pct	18	17	47.4	44.7	7.9							38	26.8
28-29 YEARS		5	4	3	50.0	37.5								8	5.6
		Col Pct	4	3	50.0	37.5								8	5.6
30 YEARS		6	31	18	60.8	35.3	2.0							51	35.9
		Col Pct	31	18	60.8	35.3	2.0							51	35.9
MT 30 YEARS		7	12	3	75.0	18.8	6.3							16	11.3
		Col Pct	12	3	75.0	18.8	6.3							16	11.3
Total		79	55.6	37.3	4.9	7	2	1.4						142	100.0
		Col Pct	55.6	37.3	4.9	7	2	1.4						142	100.0

Number of Missing Observations = 1

3-2-10

Crosstabulation:		Q09	HIGHEST EXPECTED RANK		BY Q45		IMPORT OF WHAT I DO		BY Q46		AFCS		SERVE WITH SOLDIERS	
Q45->	Count	IDEF	INCE	PROB	INC	IDEF	NOT	IDEF	INCE	PROB	INC	IDEF	NOT	IDEF
Q09	Row Pct	INTIVE	ENTIVE	INTIVE	ENTIVE	INTIVE	ENTIVE	INTIVE	ENTIVE	INTIVE	ENTIVE	INTIVE	ENTIVE	INTIVE
Col Pct	Col Pct	0	1	1	1	1	1	1	1	1	1	1	1	1
Row Total	Col Total	4	4	4	4	4	4	4	4	4	4	4	4	4
LTC	0	1	1	1	1	1	1	1	1	1	1	1	1	1
	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0
	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1
COL	1	66	38	38	3	3	2.8	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	61.7	61.7	35.5	35.5	2.8	2.8	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	75.0	75.0	76.0	76.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
BB	2	7	4	4	1	1	1	1	1	1	1	1	1	1
	63.6	63.6	36.4	36.4	1	1	1	1	1	1	1	1	1	1
	8.0	8.0	8.0	8.0	1	1	1	1	1	1	1	1	1	1
MB	3	12	7	7	1	1	1	1	1	1	1	1	1	1
	43.2	43.2	36.8	36.8	1	1	1	1	1	1	1	1	1	1
	13.6	13.6	14.0	14.0	1	1	1	1	1	1	1	1	1	1
LTB	4	1	1	1	1	1	1	1	1	1	1	1	1	1
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1
GEN	5	1	1	1	1	1	1	1	1	1	1	1	1	1
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1
Column Total	88	50	35.5	2.1	141	141	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Row Total	62.4	35.5	2.1	141	141	141	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of Missing Observations = 2														

Crosstabulation:		Q05	BY Q46		AFCS		SERVE WITH SOLDIERS	
Q46->	Count	IDEF	INCE	PROB	INC	IDEF	PROB	NOT
Q05	Row Pct	INTIVE	ENTIVE	IGN	IGN	INCENTI	INCENTI	INCENTI
Col Pct	Col Pct	0	1	2	3	4		
17 YEARS OR LESS	0	8	3	2				
	61.5	23.1	15.4					
	10.1	5.7	28.6					
18-19 YEARS	1	24	17	2				
	55.8	39.5	4.7					
	30.4	32.1	28.6					
20-21 YEARS	2	30	26	2	1	1		
	50.0	43.3	3.3	1.7	1.7			
	38.0	49.1	28.6	50.0	100.0			
22-23 YEARS	3	16	6	1	1			
	66.7	25.0	4.2	4.2				
	20.3	11.3	14.3	50.0				
24 YEARS OR MORE	4	1	1					
	50.0	50.0						
	1.3	1.9						
Column Total	79	53	7	2				
Total	55.6	37.3	4.9	1.4				
Number of Missing Observations = 1								

Number of Missing Observations = 2

Crosstabulation: By Q01 RANK
UNITB PROBS EFFECTIVE

Q13->	Count	1STRONG	AIAGREE	NEITHER	DISAGREE	1STRONG DI	Row Pct	Col Pct	Row Total
Q01	Col Pct	0	1	2	3	4			
LTC	0	28	46	27	14	2	117		82.4
		23.9	39.3	23.1	12.0	1.7			
		87.3	75.4	84.4	93.3	100.0			
COL	1	4	15	5	1		25		17.6
		16.0	60.0	20.0	4.0				
		12.5	24.6	15.6	6.7				
Column Total		32	61	32	15	2	142		100.0
		22.5	43.0	22.5	10.6	1.4			

Number of Missing Observations = 008
Crosstabulation: By Q08 YEARS TO STAY
UNITB PROBS EFFECTIVE

Q13->	Count	1STRONG	AIAGREE	NEITHER	DISAGREE	1STRONG DI	Row Pct	Col Pct	Row Total
Q08	Col Pct	0	1	2	3	4			
20-21 YEARS	1		2				2		1.4
		100.0							
		3.3							
22-23 YEARS	2		3			1	4		2.8
		75.0				25.0			
		4.9				50.0			
24-25 YEARS	3	4	9	8	2		23		16.2
		17.4	39.1	34.8	8.7				
		12.5	14.8	25.0	13.3				
26-27 YEARS	4	9	16	10	3		38		26.8
		23.7	42.1	26.3	7.9				
		28.1	26.2	31.3	20.0				
28-29 YEARS	5	2	4	1	1		8		5.6
		25.0	50.0	12.5	12.5				
		6.3	6.6	3.1	6.7				
30 YEARS	6	14	19	12	6	1	32		36.6
		26.9	36.5	23.1	11.5	1.9			
		43.8	31.1	37.5	40.0	50.0			
MT 30 YEARS	7	3	8	1	3		15		10.6
		20.0	53.3	6.7	20.0				
		9.4	13.1	3.1	20.0				
Column Total		32	61	32	15	2	142		100.0
		22.5	43.0	22.5	10.6	1.4			

Number of Missing Observations = 1

Crosstabulation: By Q04 MILITARY FAMILY
UNITB PROBS EFFECTIVE

Q13->	Count	1STRONG	AIAGREE	NEITHER	DISAGREE	1STRONG DI	Row Pct	Col Pct	Row Total
Q04	Col Pct	0	1	2	3	4			
YES	0	7	12	3	4		26		18.3
		26.9	46.2	11.5	19.4				
		21.9	19.7	9.4	26.7				
NO	1	25	49	29	11	2	116		81.7
		21.6	42.2	25.0	9.5	1.7			
		78.1	80.3	90.6	73.3	100.0			
Column Total		32	61	32	15	2	142		100.0
		22.5	43.0	22.5	10.6	1.4			

Number of Missing Observations = 1
Crosstabulation: By Q05 AFCS
UNITB PROBS EFFECTIVE

Q13->	Count	1STRONG	AIAGREE	NEITHER	DISAGREE	1STRONG DI	Row Pct	Col Pct	Row Total
Q05	Col Pct	0	1	2	3	4			
17 YEARS OR LESS	0	4	6	2	1		13		9.2
		30.8	46.2	15.4	7.7				
		12.5	9.8	6.3	6.7				
18-19 YEARS	1	13	19	7	3	1	43		30.3
		30.2	44.2	16.3	7.0	2.3			
		40.6	31.1	21.9	20.0	50.0			
20-21 YEARS	2	7	25	19	9	1	61		43.0
		11.5	41.0	31.1	14.8	1.6			
		21.9	41.0	59.4	60.0	50.0			
22-23 YEARS	3	8	10	4	1		23		16.2
		34.8	43.5	17.4	4.3				
		25.0	16.4	12.5	6.7				
24 YEARS OR MORE	4		1	1	1		2		1.4
			50.0		50.0				
			1.6		6.7				
Column Total		32	61	32	15	2	142		100.0
		22.5	43.0	22.5	10.6	1.4			

Number of Missing Observations = 1

Crosstabulation:		Q09 By Q13		HIGHEST EXPECTED RANK UNITS PROGB EFFECTIVE				Page
Q13-->	Count	1STRONG	AIAGREE	NEITHER	DISAGREE	1STRONG	DI	
	Row Pct	IBREE						Row
	Col Pct	0	1	2	3	4		Total
(009	0	1	2	1	1			1.4
LTC			100.0					1.4
			3.3					
COL	1	25	45	26	9	2		107
		23.4	42.1	24.3	8.4	1.9		76.4
		80.6	73.8	83.9	60.0	100.0		
BB	2		7	1	3			11
			63.6	9.1	27.3			7.9
			11.5	3.2	20.0			
MB	3	5	7	4	3			19
		26.3	36.8	21.1	15.8			13.6
		16.1	11.5	12.9	20.0			
LTB	4	1						1
		100.0						.7
		3.2						
Column Total		31	61	31	15	2		140
		22.1	43.6	22.1	10.7	1.4		100.0

Number of Missing Observations = 3

(Number of Missing Observations = 3

Crosstabulations:		Q04	MILITARY FAMILY UNIT PROG EFFECTIVE				
By Q19							
Q19->	Count	ISTRONG IBREE	AIAGREE	INEITHER	IDISAGREE	ISTRONG DI ISAGREE	Row Total
	Col Pct	0	1	2	3	4	
Q04							
YES	0	4	10	7	2	1	26
		23.1	38.5	26.9	7.7	3.8	18.2
		24.0	18.9	17.9	10.5	14.3	
NO	1	19	43	32	17	6	117
		16.2	36.8	27.4	14.5	5.1	81.8
		76.0	81.1	82.1	89.5	85.7	
	Column Total	25 17.5	53 37.1	39 27.3	19 13.3	7 4.9	143 100.0

Number of Missing Observations = 0

Number of Missing Observations = 0

Crosstabulation:		Q01 By Q19	RANK UNIT PROB EFFECTIVE			
Q19-->	Count Row Pct Col Pct	ISTRONG AGREE	NEITHER DISAGREE	ISTRONG DISAGREE	Row Total	Row Total
Q01	0	21	45	31	16	118
LTC		17.8	38.1	26.3	13.6	82.5
		84.0	84.9	79.5	84.2	71.4
COL	1	4	8	8	3	25
		16.0	32.0	32.0	12.0	17.5
		16.0	15.1	20.5	15.8	28.6
Column Total		25	53	39	19	143
		17.5	37.1	27.3	13.3	100.0
Number of Missing Observations = 0						

Crosstabulation:		Q05 By Q19	AFCB UNIT PROB EFFECTIVE			
Q19-->	Count Row Pct Col Pct	ISTRONG AGREE	NEITHER DISAGREE	ISTRONG DISAGREE	Row Total	Row Total
Q05	0	3	5	3	1	13
17 YEARS OR LESS		23.1	38.5	23.1	7.7	9.1
		12.0	9.4	7.7	5.3	14.3
18-19 YEARS	1	12	12	13	5	43
		27.9	27.9	30.2	11.6	2.3
		48.0	22.6	33.3	26.3	14.3
20-21 YEARS	2	7	25	15	11	61
		11.5	41.0	24.6	18.0	4.9
		28.0	47.2	38.5	57.9	42.9
22-23 YEARS	3	3	10	7	2	24
		12.5	41.7	29.2	8.3	16.8
		12.0	18.9	17.9	10.5	28.6
24 YEARS OR MORE	4		1	1		2
			50.0	50.0		1.4
			1.9	2.6		
Column Total		25	53	39	19	143
		17.5	37.1	27.3	13.3	100.0
Number of Missing Observations = 0						

Number of Missing Observations = 0

Crosstabulation: Q08 By Q19

YEARS TO STAY
UNIT PROG EFFECTIVE

Page

Q19->	Count	1 STRONG	2 AGREE	3 NEITHER	4 DISAGREE	5 STRONG	6 DI	Row
Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Total
Q08								
20-21 YEARS	1	1	1	2	1	1	1	2
								1.4
22-23 YEARS	2	1	1	2	1	1	1	4
								2.8
24-25 YEARS	3	3	5	11	3	1	1	23
								16.1
26-27 YEARS	4	7	15	11	4	1	1	38
								26.6
28-29 YEARS	5	11	21	9	7	4	4	52
								36.4
30 YEARS	6	11	21	9	7	4	4	52
								36.4
MT 30 YEARS	7	4	6	2	4	4	4	16
								11.2
Column	25	53	39	19	7	7	7	143
Total	17.5	37.1	27.3	13.3	4.9	4.9	4.9	100.0

Number of Missing Observations = 0

Crosstabulation: Q01 By Q30

RANK
UNIT THAT IS CONCERNED

Q30->	Count	1 DEF	2 INCE	3 PROB	4 INC	5 INO	6 OPINI	7 PROB	8 NOT	9 DEF	10 NOT	11
Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct
Q01												
LTC	0	20	16.9	48.3	15.3	18	17	14.4	5.1	6	118	82.5
COL	1	4	14	4	2	2	1	1	1	1	25	17.5
Column	24	71	22	19	7	7	7	7	7	7	143	100.0
Total	16.8	49.7	15.4	13.3	4.9	4.9	4.9	4.9	4.9	4.9	100.0	100.0

Number of Missing Observations = 0

Crosstabulation: Q09 By Q19

HIGHEST EXPECTED RANK
UNIT PROG EFFECTIVE

Page

Q19->	Count	1 STRONG	2 AGREE	3 NEITHER	4 DISAGREE	5 STRONG	6 DI	Row
Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Total
Q09								
LTC	0	0	0	2	0	0	0	2
								1.4
COL	1	18	40	31	12	6	6	107
								75.9
BG	2	18.2	36.4	27.3	18.2	2	2	78
								55.2
MG	3	2	9	3	4	1	1	19
								13.5
LTC	4	10.5	47.4	15.8	21.1	5.3	5.3	100.0
								75.9
GEN	5	8.3	17.0	7.7	22.2	14.3	14.3	78
								55.2
Column	24	53	39	18	7	7	7	141
Total	17.0	37.6	27.7	12.8	5.0	5.0	5.0	100.0

Number of Missing Observations = 2

Crosstabulation: Q04 By Q29

MILITARY FAMILY
FOREIGN LIVING

Q29->	Count	1 DEF	2 INCE	3 PROB	4 INC	5 INO	6 OPINI	7 PROB	8 NOT	9 DEF	10 NOT	11
Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct
Q04												
YES	0	1	19	3	2	1	1	1	1	1	26	18.2
NO	1	3.8	73.1	11.5	7.7	3.8	3.8	3.8	3.8	3.8	81.8	58.2
Column	22	87	60.8	4.9	15.4	22	22	22	22	22	143	100.0
Total	15.4	60.8	4.9	15.4	3.5	3.5	3.5	3.5	3.5	3.5	100.0	100.0

Number of Missing Observations = 0

3-2-14

Crosstabulations: By Q30 AFCS UNIT THAT IS CONCERNED

COUNT IDFF INCE PROB INCE NO OPIN PROB NOT IDFF NOT Q30--> Row Pct INTIVE INTIVE IDN INCENT IN										
---	--	--	--	--	--	--	--	--	--	--

Number of Missing Observations = 0

Crosstabulations: By Q30 DOB UNIT THAT IS CONCERNED

UNIT THAT IS CONCERNED

By Q30

Page 6

Count	IDF	INCE	PROB	INCE	NO	OPIN	PROB	NOT	IDF	NOT	INCENTI	INCENTI	Row
Row Pct	INTIVE	INTIVE	IDN	IDN									Total
Col Pct	0	1	2	3	4								
3008													
20-21 YEARS	1	1	1	1	1	1	1	1	1	1	1	1	2
	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	1.4
	4.2	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	
22-23 YEARS	2	2	2	1	1	1	1	1	1	1	1	1	4
	50.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0	2.8
	8.3	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	1.4	
24-25 YEARS	3	2	2	11	4	4	4	4	4	4	4	4	23
	8.7	47.8	17.4	17.4	17.4	17.4	17.4	17.4	17.4	17.4	17.4	17.4	16.1
	8.3	15.5	18.2	21.1	21.1	21.1	21.1	21.1	21.1	21.1	21.1	21.1	
26-27 YEARS	4	6	6	22	6	6	6	6	6	6	6	6	38
	15.8	57.9	15.8	15.8	15.8	15.8	15.8	15.8	15.8	15.8	15.8	15.8	26.6
	25.0	31.0	27.3	27.3	27.3	27.3	27.3	27.3	27.3	27.3	27.3	27.3	
28-29 YEARS	5	1	2	2	2	2	2	2	2	2	2	2	8
	12.5	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0	5.6
	4.2	2.8	9.1	9.1	10.5	10.5	10.5	10.5	10.5	10.5	10.5	10.5	
30 YEARS	6	9	9	23	9	9	9	9	9	9	9	9	52
	17.3	44.2	17.3	17.3	17.3	17.3	17.3	17.3	17.3	17.3	17.3	17.3	36.4
	37.5	32.4	40.9	40.9	47.4	47.4	47.4	47.4	47.4	47.4	47.4	47.4	
MT 30 YEARS	7	3	3	11	1	1	1	1	1	1	1	1	16
	18.8	68.8	6.3	6.3	6.3	6.3	6.3	6.3	6.3	6.3	6.3	6.3	11.2
	12.5	15.5	4.5	4.5	14.3	14.3	14.3	14.3	14.3	14.3	14.3	14.3	
Column Total	24	71	22	19	7	7	7	7	7	7	7	7	143
	16.8	49.7	15.4	13.3	4.9	4.9	4.9	4.9	4.9	4.9	4.9	4.9	100.0

Number of Missing Observations = 0

Crosstabulation: Q09 By Q30 HIGHEST EXPECTED RANK UNIT THAT IS CONCERNED

Q30-->	Count	IDEF	INCE	PROB	INCING	OPINI	PROB	NOT	IDEF	NOT	Row	Page
Q09	Row Pct	Col Pct	INTIVE	INTIVE	IDN	INTIVE	IDN	INTIVE	IDN	INTIVE	Total	
LTC	0	1	50.0	1	1	1	1	1	1	1	1.4	
		4.3	1.4									
COL	1	16	47	19	18	18	7	7	7	7	107	
		13.0	43.9	17.8	16.8	6.5					75.9	
		69.6	67.1	86.4	94.7	100.0						
BB	2	2	6	1	1	1	1	1	1	1	11	
		18.2	72.7	9.1	4.5						7.8	
		8.7	11.4									
MB	3	4	12	2	1	1	1	1	1	1	19	
		21.1	63.2	10.5	5.3						13.5	
		17.4	17.1	9.1	5.3							
LTB	4	1	1	1	1	1	1	1	1	1	1	
		100.0									.7	
		1.4										
BEN	5	1	1	1	1	1	1	1	1	1	1	
		100.0									.7	
		1.4										
Column Total	23	70	22	19	7	7	7	7	7	7	141	
	16.3	49.6	15.6	13.5	5.0	100.0						

Number of Missing Observations = 2

Crosstabulation: Q01 By Q49 RANK RETIREMENT SYSTEM

Q49-->	Count	IDEF	INCE	PROB	INCING	OPINI	PROB	NOT	IDEF	NOT	Row	Page
Q01	Row Pct	Col Pct	INTIVE	INTIVE	IDN	INTIVE	IDN	INTIVE	IDN	INTIVE	Total	
LTC	0	40	67	5	4	4	2	2	2	2	118	
		33.9	56.8	4.2	3.4	1.7					82.5	
		78.4	84.8	100.0	66.7	100.0						
COL	1	11	12	1	2	2	2	2	2	2	25	
		44.0	48.0		8.0						17.5	
		21.6	15.2		33.3							
Column Total	51	79	55.2	3.5	4.2	2	2	2	2	2	143	
	35.7	55.2									100.0	

Number of Missing Observations = 0

Crosstabulation: Q04 By Q49 MILITARY FAMILY RETIREMENT SYSTEM

Q49-->	Count	IDEF	INCE	PROB	INCING	OPINI	PROB	NOT	IDEF	NOT	Row	Page
Q04	Row Pct	Col Pct	INTIVE	INTIVE	IDN	INTIVE	IDN	INTIVE	IDN	INTIVE	Total	
YES	0	9	14	2	2	2	1	1	1	1	26.8	
		34.6	53.8	7.7							18.2	
		17.6	17.7	40.0								
NO	1	42	65	3	6	6	1	1	1	1	117	
		35.9	55.6	2.6	5.1						81.8	
		82.4	82.3	60.0	100.0	50.0						
Column Total	51	79	55.2	3.5	4.2	2	2	2	2	2	143	
	35.7										100.0	

Number of Missing Observations = 0

Crosstabulation: Q08 By Q49 YEARS TO STAY RETIREMENT SYSTEM

Q49-->	Count	IDEF	INCE	PROB	INCING	OPINI	PROB	NOT	IDEF	NOT	Row	Page
Q08	Row Pct	Col Pct	INTIVE	INTIVE	IDN	INTIVE	IDN	INTIVE	IDN	INTIVE	Total	
20-21 YEARS	1	1	2	1	1	1	1	1	1	1	1.4	
		25.0	25.0	20.0	25.0	16.7					2.8	
		2.0	1.3									
22-23 YEARS	2	1	1	1	1	1	1	1	1	1	2.8	
		25.0	25.0	20.0	25.0	16.7					2.8	
		2.0	1.3									
24-25 YEARS	3	6	12	3	3	3	2	2	2	2	23	
		26.1	52.2	13.0	8.7						16.1	
		11.8	15.2	50.0	100.0							
26-27 YEARS	4	15	22	1	1	1	1	1	1	1	38	
		39.5	57.9	2.6							26.6	
		29.4	27.8	16.7								
28-29 YEARS	5	3	2	2	2	2	1	1	1	1	8.8	
		37.5	25.0	23.0	12.5						5.6	
		5.9	2.5	40.0	16.7							
30 YEARS	6	19	32	1	1	1	1	1	1	1	52	
		36.5	61.5	1.9							36.4	
		37.3	40.5	20.0								
MT 30 YEARS	7	7	8	1	1	1	1	1	1	1	16	
		43.8	50.0	6.3							11.2	
		13.7	10.1	20.0								
Column Total	51	79	55.2	3.5	4.2	2	2	2	2	2	143	
	35.7										100.0	

Number of Missing Observations = 0

Crosstabulation: Q09 By Q09 HIGHEST EXPECTED RANK RETIREMENT SYSTEM

Page

Q09-->	Count	IDEF	INCE	PROB	INCINO	OPINI	PROB	NOT	DEF	NOT	Row
Q09	Row Pct	INTIVE	INTIVE	ION	ION	ION	ION	ION	ION	ION	Total
0	0	0	0	0	0	0	0	0	0	0	2
LTC	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1.4
1	37	59	4	4	6	1	1	1	1	1	107
COL	34.6	55.1	3.7	3.7	5.6	.9	.9	.9	.9	.9	75.9
	72.5	76.6	80.0	80.0	100.0	50.0	50.0	50.0	50.0	50.0	11
2	5	5	5	5	5	1	1	1	1	1	7.8
B8	45.5	45.5	1	1	1	9.1	9.1	9.1	9.1	9.1	13.5
	9.8	6.5	1	1	1	50.0	50.0	50.0	50.0	50.0	19
3	8	10	1	1	1	1	1	1	1	1	13.5
M8	42.1	52.6	5.3	5.3	20.0	1	1	1	1	1	.7
4	15.7	13.0	20.0	20.0	1	1	1	1	1	1	.7
LTC	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1
5	1	1	1	1	1	1	1	1	1	1	1
BEN	2.0	2.0	1.3	1.3	1.3	1.3	1.3	1.3	1.3	1.3	141
Column Total	51	77	5	5	6	4.3	4.3	4.3	4.3	4.3	100.0

Number of Missing Observations = 2

Crosstabulation: Q01 By Q02 RANK OPPORTUNITY FOR PROMO

Q01-->	Count	IDEF	INCE	PROB	INCINO	OPINI	PROB	NOT	DEF	NOT	Row
Q01	Row Pct	INTIVE	INTIVE	ION	ION	ION	ION	ION	ION	ION	Total
0	27	67	10	10	9	2	2	2	2	2	115
LTC	23.5	58.3	8.7	8.7	7.8	1.7	1.7	1.7	1.7	1.7	82.7
	75.0	89.3	76.9	76.9	69.2	100.0	100.0	100.0	100.0	100.0	24
1	9	8	3	3	4	1	1	1	1	1	17.3
COL	37.5	33.3	12.5	12.5	16.7	30.8	30.8	30.8	30.8	30.8	139
	25.0	10.7	23.1	23.1	16.7	1.4	1.4	1.4	1.4	1.4	100.0
Column Total	36	75	13	13	13	2	2	2	2	2	139
Total	25.9	54.0	9.4	9.4	9.4	1.4	1.4	1.4	1.4	1.4	100.0

Number of Missing Observations = 4

Crosstabulation: Q04 By Q02 MILITARY FAMILY OPPORTUNITY FOR PROMO

Page

Q04-->	Count	IDEF	INCE	PROB	INCINO	OPINI	PROB	NOT	DEF	NOT	Row
Q04	Row Pct	INTIVE	INTIVE	ION	ION	ION	ION	ION	ION	ION	Total
0	0	4	15	3	3	3	3	3	3	3	25
YES	16.0	60.0	12.0	12.0	12.0	12.0	12.0	12.0	12.0	12.0	18.0
	11.1	20.0	23.1	23.1	23.1	23.1	23.1	23.1	23.1	23.1	114
1	32	60	10	10	10	10	10	10	10	10	82.0
NO	28.1	52.6	8.8	8.8	8.8	8.8	8.8	8.8	8.8	8.8	114
	88.9	80.0	76.9	76.9	76.9	76.9	76.9	76.9	76.9	76.9	100.0
Column Total	36	75	13	13	13	2	2	2	2	2	139
Total	25.9	54.0	9.4	9.4	9.4	1.4	1.4	1.4	1.4	1.4	100.0

Number of Missing Observations = 4

Crosstabulation: Q05 By Q02 AFCS OPPORTUNITY FOR PROMO

Q05-->	Count	IDEF	INCE	PROB	INCINO	OPINI	PROB	NOT	DEF	NOT	Row
Q05	Row Pct	INTIVE	INTIVE	ION	ION	ION	ION	ION	ION	ION	Total
0	0	5	6	1	1	1	1	1	1	1	12
17 YEARS OR LESS	41.7	50.0	8.0	8.3	7.7	7.7	7.7	7.7	7.7	7.7	8.6
	13.9	8.0	7.7	7.7	7.7	7.7	7.7	7.7	7.7	7.7	41
1	7	21	7	7	6	6	6	6	6	6	29.5
18-19 YEARS	17.1	51.2	17.1	14.6	14.6	14.6	14.6	14.6	14.6	14.6	43.2
	19.4	28.0	53.8	46.2	46.2	46.2	46.2	46.2	46.2	46.2	60
2	14	37	4	3	3	3	3	3	3	3	43.2
20-21 YEARS	23.3	61.7	6.7	5.0	5.0	5.0	5.0	5.0	5.0	5.0	24
	38.9	49.3	30.8	23.1	23.1	23.1	23.1	23.1	23.1	23.1	17.3
3	10	9	1	4	4	4	4	4	4	4	21
22-23 YEARS	41.7	37.5	4.2	16.7	16.7	16.7	16.7	16.7	16.7	16.7	1.4
	27.8	12.0	7.7	30.8	30.8	30.8	30.8	30.8	30.8	30.8	139
4	2	2	2	2	2	2	2	2	2	2	139
24 YEARS OR MORE	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	2.7	139
Column Total	36	75	13	13	13	2	2	2	2	2	139
Total	25.9	54.0	9.4	9.4	9.4	1.4	1.4	1.4	1.4	1.4	100.0

Number of Missing Observations = 4

3-2-17

Crosstabulations: Q08 By Q52 YEARS TO STAY OPPORTUNITY FOR PROMO

Page

Q52-->	Count Row Pct Col Pct	DEF INTIVE	INCE ON	PROB IDN	OPINI 2	PROB 3	NOT INCENTI	DEF INCENTI	NOT INCENTI	Row Total
Q08	1	1	1	1	1	1	1	1	1	2
20-21 YEARS	50.0	2.8					50.0	7.7		1.4
22-23 YEARS	25.0	2.8			2	1	25.0	7.7		2.9
24-25 YEARS	26.1	14.7	8	34.8	13.0	3	17.4	8.7	2	23
26-27 YEARS	18.4	19.4	7	24	63.2	7.9	10.5	30.8		27.3
28-29 YEARS	14.3	2.8	1	4	57.1	14.3	14.3	7.7		5.0
30 YEARS	32.0	44.4	16	28	56.0	8.0	4.0	15.4		36.0
MT 30 YEARS	26.7	11.1	4	11	73.3					10.8
Column Total	36	25.9	75	54.0	13	13	9.4	1.4	2	139

Number of Missing Observations = 4
Crosstabulations: Q01 By Q32 RANK ADEQUATE PAY

Q52-->	Count Row Pct Col Pct	DEF INTIVE	INCE ON	PROB IDN	OPINI 2	PROB 3	NOT INCENTI	DEF INCENTI	NOT INCENTI	Row Total
Q01	0	17	54	5	31	10	10	10	10	117
LTC	14.5	85.0	46.2	83.1	4.3	26.5	8.5	76.9		82.4
COL	3	12.0	11	44.0	8.0	24.0	12.0	23.1	3	25
Column Total	20	14.1	65	45.8	4.9	26.1	9.2	13	13	142

Number of Missing Observations = 1

Crosstabulations: Q09 By Q52 HIGHEST EXPECTED RANK OPPORTUNITY FOR PROMO

Page

Q52-->	Count Row Pct Col Pct	DEF INTIVE	INCE ON	PROB IDN	OPINI 2	PROB 3	NOT INCENTI	DEF INCENTI	NOT INCENTI	Row Total
Q09	0	1	1	1	1	1	1	1	1	2
LTC	50.0	2.9					50.0	7.7		1.5
COL	24.3	74.3	26	57	12	10	9.3	1.9	2	107
BG	30.0	8.6	3	5	1	1	10.0	7.7	10	7.3
MG	25.0	11.4	4	11	68.8	6.3	7.7		16	11.7
LTB	100.0	2.9	1	100.0	1.4				1	1
GEN	1								1	1
Column Total	35	25.5	74	54.0	9.5	13	9.5	1.5	2	137

Number of Missing Observations = 6

Crosstabulations: Q04 By Q32 MILITARY FAMILY ADEQUATE PAY

Q52-->	Count Row Pct Col Pct	DEF INTIVE	INCE ON	PROB IDN	OPINI 2	PROB 3	NOT INCENTI	DEF INCENTI	NOT INCENTI	Row Total
Q04	0	1	14	14	2	8	1	1	1	25
YES	25.0	21.5	56.0	21.5	6.0	32.0	4.0	7.7		17.6
NO	17.1	100.0	43.6	78.5	4.3	24.8	10.3	92.3	12	82.4
Column Total	20	14.1	65	45.8	4.9	26.1	9.2	13	13	142

Number of Missing Observations = 1

Crosstabulation: Q05 AFCS
By Q32 ADEQUATE PAY

Page

Q32-->	Count Row Pct Col Pct	DEF INCE/PROB INTIVE	INC INO ION	OPINI/PROB 2	NOT/DEF 3	NOT/DEF 4	Row Total
		0	1	2	3	4	
Q05	0	2	4		7		13
17 YEARS OR LESS		15.4	30.8		53.8		9.2
		10.0	6.2		18.9		
18-19 YEARS	1	7	14	2	14	5	42
		16.7	33.3	4.8	33.3	11.9	29.6
		35.0	21.5	28.6	37.8	38.5	
20-21 YEARS	2	10	29	2	14	6	61
		16.4	47.5	3.3	23.0	9.8	43.0
		50.0	44.6	28.6	37.8	46.2	
22-23 YEARS	3	1	16	3	2	2	24
		4.2	66.7	12.5	8.3	8.3	16.9
		5.0	24.6	42.9	5.4	15.4	
24 YEARS OR MORE	4		2				2
			100.0				1.4
			3.1				
Column Total	20	65	7	37	13		142
	14.1	45.8	4.9	26.1	9.2		100.0

Number of Missing Observations = 1

Crosstabulation: Q09
By Q32 HIGHEST EXPECTED RANK
ADEQUATE PAY

Page

Q32-->	Count Row Pct Col Pct	DEF INCE/PROB INTIVE	INC INO ION	OPINI/PROB 2	NOT/DEF 3	NOT/DEF 4	Row Total
		0	1	2	3	4	
Q09	0	1	1				2
LTC		50.0	50.0				1.4
		5.0	1.5				
COL	1	16	52	4	22	12	106
		15.1	49.1	3.8	20.8	11.3	75.7
		80.0	80.0	57.1	62.9	92.3	
BB	2	2	4	1	3	1	11
		18.2	36.4	9.1	27.3	9.1	7.9
		10.0	6.2	14.3	8.6	7.7	
MB	3	1	7	2	9		19
		5.3	36.8	10.5	47.4		13.6
		5.0	10.8	28.6	25.7		
LTB	4				1		1
					100.0		.7
					2.9		
BEN	5		1				1
			100.0				.7
			1.5				
Column Total	20	65	7	35	13		140
	14.3	46.4	5.0	25.0	9.3		100.0

Number of Missing Observations = 3

3-2-19

Crosstabulations: Q08 BY Q32 YEARS TO STAY ADEQUATE PAY

Page

Q32->	Count	IDEF	INCE	PROB	INCING	OPINI	PROB	NOTIDEF	NOT I	Row	Col
	Pct	INTIVE	INTIVE	ION	ION	ION	ION	ION	ION	Total	Pct
Q08		0	1	1	1	1	1	1	1	2	1.4
20-21 YEARS		50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	1.4	
22-23 YEARS		25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0	2.8	
24-25 YEARS		17.4	17.4	17.4	17.4	17.4	17.4	17.4	17.4	23	
26-27 YEARS		20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	16.2	
28-29 YEARS		21.6	21.6	21.6	21.6	21.6	21.6	21.6	21.6	37	
30 YEARS		40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	26.1	
MT 30 YEARS		5	5	5	5	5	5	5	5	52	
		9.6	9.6	9.6	9.6	9.6	9.6	9.6	9.6	36.6	
		25.0	25.0	25.0	25.0	25.0	25.0	25.0	25.0	11.3	
		1	1	1	1	1	1	1	1	16	
		6.3	6.3	6.3	6.3	6.3	6.3	6.3	6.3	11.3	
		5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	142	
		20	20	20	20	20	20	20	20	100.0	
		14.1	14.1	14.1	14.1	14.1	14.1	14.1	14.1		

Number of Missing Observations = 1

Crosstabulations: Q01 BY Q38 MEDICAL/DENTAL CARE

Q38->	Count	IDEF	INCE	PROB	INCING	OPINI	PROB	NOTIDEF	NOT I	Row	Col
	Pct	INTIVE	INTIVE	ION	ION	ION	ION	ION	ION	Total	Pct
Q01		0	1	1	1	1	1	1	1	4	
LTC		15	15	15	15	15	15	15	15	118	
		12.7	12.7	12.7	12.7	12.7	12.7	12.7	12.7	82.5	
		88.2	88.2	88.2	88.2	88.2	88.2	88.2	88.2	17.5	
CUL		2	2	2	2	2	2	2	2	25	
		8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0	143	
		11.8	11.8	11.8	11.8	11.8	11.8	11.8	11.8	100.0	
		17	17	17	17	17	17	17	17		
		11.9	11.9	11.9	11.9	11.9	11.9	11.9	11.9		

Number of Missing Observations = 0

Crosstabulations: Q04 BY Q38 MEDICAL/DENTAL CARE

Q38->	Count	IDEF	INCE	PROB	INCING	OPINI	PROB	NOTIDEF	NOT I	Row	Col
	Pct	INTIVE	INTIVE	ION	ION	ION	ION	ION	ION	Total	Pct
Q04		0	1	1	1	1	1	1	1	4	
YES		46.2	46.2	46.2	46.2	46.2	46.2	46.2	46.2	26	
		19.4	19.4	19.4	19.4	19.4	19.4	19.4	19.4	18.2	
NO		17	17	17	17	17	17	17	17	117	
		14.5	14.5	14.5	14.5	14.5	14.5	14.5	14.5	81.8	
		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0		
		17	17	17	17	17	17	17	17	143	
		11.9	11.9	11.9	11.9	11.9	11.9	11.9	11.9	100.0	

Number of Missing Observations = 0

Crosstabulations: Q05 BY Q38 MEDICAL/DENTAL CARE

Q38->	Count	IDEF	INCE	PROB	INCING	OPINI	PROB	NOTIDEF	NOT I	Row	Col
	Pct	INTIVE	INTIVE	ION	ION	ION	ION	ION	ION	Total	Pct
Q05		0	3	3	3	3	3	3	3	13	
17 YEARS OR LESS		23.1	23.1	23.1	23.1	23.1	23.1	23.1	23.1	9.1	
18-19 YEARS		17.6	17.6	17.6	17.6	17.6	17.6	17.6	17.6	43	
20-21 YEARS		14.0	14.0	14.0	14.0	14.0	14.0	14.0	14.0	30.1	
22-23 YEARS		35.3	35.3	35.3	35.3	35.3	35.3	35.3	35.3	61	
24 YEARS OR MORE		8.2	8.2	8.2	8.2	8.2	8.2	8.2	8.2	42.7	
		29.4	29.4	29.4	29.4	29.4	29.4	29.4	29.4	248	
		12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.5	16.8	
		17.6	17.6	17.6	17.6	17.6	17.6	17.6	17.6	2	
		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1.4	
		2	2	2	2	2	2	2	2		
		17	17	17	17	17	17	17	17	143	
		11.9	11.9	11.9	11.9	11.9	11.9	11.9	11.9	100.0	

Number of Missing Observations = 0

Crosstabulation: Q08 By Q38 YEARS TO STAY
MEDICAL/DENTAL CARE

Q38-->	Count	IDEF	INCE	PROB	INCINO	OP	INI	PROB	NOT	IDEF	NOT	Row
Col Pct	Row Pct	INTIVE	IENTIVE	ION					INCENTI	INCENTI		Total
Q08	1	1	1	1	1	1	1	1	3	4		2
20-21 YEARS			50.0	50.0								1.4
			1.5	10.0								
22-23 YEARS	2	1										4
		25.0								75.0		2.8
		5.9								17.6		
24-25 YEARS	3	3	8						9	3		23
		13.0	34.8						39.1	13.0		16.1
		17.6	11.8						29.0	17.6		
26-27 YEARS	4	5	21						9	2		38
		13.2	55.3						23.7	5.3		26.6
		29.4	30.9						29.0	11.8		
28-29 YEARS	5	3	3	1					2	2		8
		37.5	12.5						25.0	25.0		5.6
		4.4	10.0						6.5	11.8		
30 YEARS	6	5	27						10	6		52
		9.6	51.9						19.2	11.5		36.4
		29.4	39.7						32.3	35.3		
MT 30 YEARS	7	3	8	3					1	1		16
		18.8	50.0						6.3	6.3		11.2
		17.6	11.8						3.2	5.9		
Column Total	17	48	10	31	17	11.9	47.6	7.0	21.7	11.9		143
Total	11.9											100.0

Number of Missing Observations = 0

Crosstabulation: Q01 By Q47 RANK
COMMISSARY SERVICES

Q47-->	Count	IDEF	INCE	PROB	INCINO	OP	INI	PROB	NOT	IDEF	NOT	Row
Col Pct	Row Pct	INTIVE	IENTIVE	ION					INCENTI	INCENTI		Total
Q01	0	9	60						25	11		118
LTC		7.6	50.8						21.2	9.3		82.5
		75.0	82.2						92.6	91.7		
C COL	1	3	13						2	1		25
		12.0	52.0						8.0	4.0		17.5
		25.0	17.8						7.4	8.3		
Column Total	12	73	19	27	12	8.4	51.0	13.3	18.9	8.4		143
Total	8.4											100.0

Number of Missing Observations = 0

Crosstabulation: Q09 By Q38 HIGHEST EXPECTED RANK
MEDICAL/DENTAL CARE

Q38-->	Count	IDEF	INCE	PROB	INCINO	OP	INI	PROB	NOT	IDEF	NOT	Row
Col Pct	Row Pct	INTIVE	IENTIVE	ION					INCENTI	INCENTI		Total
Q09	0											2
LTC			50.0	50.0								1.4
			1.5	10.0								
COL	1	11	54						21	15		107
		10.3	50.5						19.6	14.0		75.9
		64.7	80.6						70.0	88.2		
BB	2	3	5						3			11.9
		27.3	45.5						27.3			7.8
		17.6	7.5						10.0			
MB	3	3	6						3	6		19.9
		15.8	31.6						15.8	31.6		13.5
		17.6	9.0						20.0	5.9		
LTB	4											1
			100.0									7.7
			1.5									
GEN	5											1
										100.0		7.8
										5.9		
Column Total	17	67	10	30	17	12.1	47.5	7.1	21.3	12.1		141.0
Total	12.1											100.0

Number of Missing Observations = 2

Crosstabulation: Q04 By Q47 MILITARY FAMILY
COMMISSARY SERVICES

Q47-->	Count	IDEF	INCE	PROB	INCINO	OP	INI	PROB	NOT	IDEF	NOT	Row
Col Pct	Row Pct	INTIVE	IENTIVE	ION					INCENTI	INCENTI		Total
Q04	0	1	13						5	2		26
YES		3.8	50.0						19.2	7.7		18.2
		8.3	17.8						18.5	16.7		
NO	1	11	60						22	10		117
		9.4	51.3						18.8	8.5		81.8
		91.7	82.2						81.5	83.3		
Column Total	12	73	19	27	12	8.4	51.0	13.3	18.9	8.4		143.0
Total	8.4											100.0

Number of Missing Observations = 0

Crosstabulation: Q05 AFCS
By Q47 COMMISSARY SERVICES

Count	IDEF	INCE	PROB	INCING	OPINI	PROB	NOT	IDEF	NOT
Row Pct	INTIVE	0	1	2	3	4	3	4	4
Col Pct	0	1	2	3	4	4	3	4	4
Q05									
17 YEARS OR LESS	0	7	4	2					13
		53.8	30.8	15.4					9.1
		9.6	21.1	7.4					
18-19 YEARS	1	4	12	6	13	8			43
		9.3	27.9	14.0	30.2	18.6			30.1
		33.3	16.4	31.6	48.1	66.7			
20-21 YEARS	2	5	34	8	11	3			61
		8.2	55.7	13.1	18.0	4.9			42.7
		41.7	46.6	42.1	40.7	25.0			
22-23 YEARS	3	3	18	1	1	1			24
		12.5	75.0	4.2	4.2	4.2			16.8
		25.0	24.7	5.3	3.7	8.3			
24 YEARS OR MORE	4		2						2
			100.0						1.4
			2.7						
Column Total		12	73	19	27	12			143
		8.4	51.0	13.3	18.9	8.4			100.0

Number of Missing Observations = 0

Crosstabulation: Q08
By Q47 COMMISSARY SERVICES

Count	IDEF	INCE	PROB	INCING	OPINI	PROB	NOT	IDEF	NOT
Row Pct	INTIVE	0	1	2	3	4	3	4	4
Col Pct	0	1	2	3	4	4	3	4	4
Q08									
20-21 YEARS	1		1						2
			50.0						1.4
			1.4						
22-23 YEARS	2		1	1	1	1			4
			25.0	25.0	25.0	25.0			2.8
			1.4	5.3	3.7	8.3			
24-25 YEARS	3	2	8	5	3	5			23
		8.7	34.8	21.7	13.0	21.7			16.1
		16.7	11.0	26.3	11.1	41.7			
26-27 YEARS	4	2	27	3	5	1			38
		5.3	71.1	7.9	13.2	2.6			24.6
		16.7	37.0	15.8	18.5	8.3			
28-29 YEARS	5		3		4	1			8
			37.5		50.0	12.5			5.4
			4.1		14.8	8.3			
30 YEARS	6	6	25	6	12	3			52
		11.5	48.1	11.5	23.1	5.8			36.4
		50.0	34.2	31.6	44.4	25.0			
MT 30 YEARS	7	2	8	4	1	1			16
		12.5	50.0	25.0	6.3	6.3			11.2
		16.7	11.0	21.1	3.7	8.3			
Column Total		12	73	19	27	12			143
		8.4	51.0	13.3	18.9	8.4			100.0

Number of Missing Observations = 0

Crosstabulations: Q09 By Q47 HIGHEST EXPECTED RANK COMMISSARY SERVICES

Page

Q47-->	Count	IDEF	INCE	PROB	INC	INO	OP	INI	PROB	NOT	DEF	NOT	Row	Total
Q09	Row Pct	Col Pct	INTIVE	ION	2	3	4							
LTC	0	0	1	1	1	1	1	1	1	1	1	1	1.4	1.4
			50.0	1.4										
COL	1	10	57	11	19	10	10	10	10	10	10	10	107	107
		9.3	53.3	10.3	17.8	9.3	9.3	9.3	9.3	9.3	9.3	9.3	75.9	75.9
		83.3	79.2	57.9	73.1	83.3								
BB	2	2	8	2	2	1	1	1	1	1	1	1	11	11
			72.7	18.2									7.8	7.8
			11.1	10.5										
MB	3	2	5	6	6	6	6	6	6	6	6	6	19	19
		10.5	26.3	31.6	31.6	31.6	31.6	31.6	31.6	31.6	31.6	31.6	13.5	13.5
		16.7	6.9	31.6	23.1									
LTS	4	1	1	1	1	1	1	1	1	1	1	1	1	1
			100.0										.7	.7
			1.4											
BEN	5	1	1	1	1	1	1	1	1	1	1	1	1	1
													100.0	100.0
													8.3	8.3
Column Total	12	72	51.1	19	26	12	12	12	12	12	12	12	141	141
Total	8.5	51.1	13.5	18.4	8.5	8.5	8.5	8.5	8.5	8.5	8.5	8.5	100.0	100.0

Number of Missing Observations = 2

Crosstabulations: Q01 By Q48 RANK PX SERVICES

Q48-->	Count	IDEF	INCE	PROB	INC	INO	OP	INI	PROB	NOT	DEF	NOT	Row	Total
Q01	Row Pct	Col Pct	INTIVE	ION	2	3	4							
LTC	0	8	52	22	24	10	10	10	10	10	10	10	114	114
		6.9	44.8	19.0	20.7	8.6	8.6	8.6	8.6	8.6	8.6	8.6	82.3	82.3
		88.9	81.3	75.9	85.7	90.9								
COL	1	1	12	7	4	1	1	1	1	1	1	1	25	25
		4.0	48.0	28.0	16.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	17.7	17.7
		11.1	18.8	24.1	14.3	9.1								
Column Total	9	64	29	28	11	11	11	11	11	11	11	11	141	141
Total	6.4	45.4	20.6	19.9	7.8	7.8	7.8	7.8	7.8	7.8	7.8	7.8	100.0	100.0

Number of Missing Observations = 2

Crosstabulations: Q04 By Q48 MILITARY FAMILY PX SERVICES

Q48-->	Count	IDEF	INCE	PROB	INC	INO	OP	INI	PROB	NOT	DEF	NOT	Row	Total
Q04	Row Pct	Col Pct	INTIVE	ION	2	3	4							
YES	0	0	11	9	3	3	3	3	3	3	3	3	26	26
			42.3	34.4	11.5	11.5	11.5	11.5	11.5	11.5	11.5	11.5	18.4	18.4
			17.2	31.0	10.7	10.7	10.7	10.7	10.7	10.7	10.7	10.7	27.3	27.3
NO	1	9	53	20	25	8	8	8	8	8	8	8	115	115
		7.8	46.1	17.4	21.7	7.0	7.0	7.0	7.0	7.0	7.0	7.0	81.6	81.6
		100.0	82.8	69.0	89.3	72.7								
Column Total	9	64	29	28	11	11	11	11	11	11	11	11	141	141
Total	6.4	45.4	20.6	19.9	7.8	7.8	7.8	7.8	7.8	7.8	7.8	7.8	100.0	100.0

Number of Missing Observations = 2

Crosstabulations: Q05 By Q48 AFCS PX SERVICES

Q48-->	Count	IDEF	INCE	PROB	INC	INO	OP	INI	PROB	NOT	DEF	NOT	Row	Total
Q05	Row Pct	Col Pct	INTIVE	ION	2	3	4							
17 YEARS OR LESS	0	0	6	4	3	3	3	3	3	3	3	3	13	13
			46.2	30.8	23.1	23.1	23.1	23.1	23.1	23.1	23.1	23.1	9.2	9.2
			9.4	13.8	10.7									
18-19 YEARS	1	2	13	8	11	7	7	7	7	7	7	7	41	41
		4.9	31.7	19.5	26.8	17.1	17.1	17.1	17.1	17.1	17.1	17.1	29.1	29.1
		22.2	20.3	27.6	39.3	63.6								
20-21 YEARS	2	4	28	15	11	3	3	3	3	3	3	3	61	61
		6.6	45.9	24.6	18.0	4.9	4.9	4.9	4.9	4.9	4.9	4.9	43.3	43.3
		44.4	43.8	51.7	39.3	27.3								
22-23 YEARS	3	3	15	2	3	1	1	1	1	1	1	1	24	24
		12.5	62.5	8.3	12.5	4.2	4.2	4.2	4.2	4.2	4.2	4.2	17.0	17.0
		33.3	23.4	6.9	10.7	9.1								
24 YEARS OR MORE	4	0	2	0	0	0	0	0	0	0	0	0	2	2
			100.0										1.4	1.4
			3.1											
Column Total	9	64	29	28	11	11	11	11	11	11	11	11	141	141
Total	6.4	45.4	20.6	19.9	7.8	7.8	7.8	7.8	7.8	7.8	7.8	7.8	100.0	100.0

Number of Missing Observations = 2

Crosstabulation: Q08 BY Q48

YEARS TO STAY
PX SERVICES

Page

Q48-->	Count Row Pct Col Pct	DEF INTIVE	INCE INTIVE	PROB INC	INC IDN	OPINI	PROB NOT	DEF NOT	Row Total
Q08		0	1	2	3	4			
20-21 YEARS	1								2
									1.4
22-23 YEARS	2								4
									2.8
24-25 YEARS	3								23
									16.3
26-27 YEARS	4								38
									27.0
28-29 YEARS	5								7
									5.0
30 YEARS	6								51
									36.2
MT 30 YEARS	7								14
									11.3
Column Total		9	64	45.4	29	28	11		141
		6.4	45.4	20.6	19.9	7.8			100.0

Number of Missing Observations = 2

Crosstabulation: Q04 BY Q41

MILITARY FAMILY
TIME AWAY FROM FAM

Page

Q41-->	Count Row Pct Col Pct	DEF INTIVE	INCE INTIVE	PROB INC	INC IDN	OPINI	PROB NOT	DEF NOT	Row Total
Q04		0	1	2	3	4			
YES	0								26
									18.2
NO	1								117
									81.8
Column Total		3	1	27	54	58			143
		2.1	.7	18.9	37.8	40.6			100.0

Number of Missing Observations = 0

Crosstabulation: Q09 BY Q48

HIGHEST EXPECTED RANK
PX SERVICES

Page

Q48-->	Count Row Pct Col Pct	DEF INTIVE	INCE INTIVE	PROB INC	INC IDN	OPINI	PROB NOT	DEF NOT	Row Total
Q09		0	1	2	3	4			
LTC	0								2
									1.4
COL	1								107
									77.0
BO	2								11
									7.9
MS	3								17
									12.2
LTB	4								1
									.7
BEN	5								18
									.7

Crosstabulation: Q02 BY Q41

SEX
TIME AWAY FROM FAM

Page

Q41-->	Count Row Pct Col Pct	DEF INTIVE	INCE INTIVE	PROB INC	INC IDN	OPINI	PROB NOT	DEF NOT	Row Total
Q02		0	1	2	3	4			
MALE	0								138
									96.5
FEMALE	1								5
									3.5
Column Total		3	1	27	54	58			143
		2.1	.7	18.9	37.8	40.6			100.0

Number of Missing Observations = 0

3-2-24

Crosstabulation: Q05 By Q01 AFCS TIME AWAY FROM FAM

Page

Q05	Count	IDEF	INCE	PROB	INCING	OPINI	PROB	NOTIDEF	NOT	Row
Q01->	Row Pct	INTIVE	ION	ION	ION	ION	ION	ION	ION	Total
Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct
0	1	1	1	1	1	1	1	1	1	13
17 YEARS OR LESS	1	1	1	1	1	1	1	1	1	9.1
18-19 YEARS	1	1	1	1	1	1	1	1	1	43
20-21 YEARS	1	1	1	1	1	1	1	1	1	30.1
22-23 YEARS	1	1	1	1	1	1	1	1	1	61
24 YEARS OR MORE	1	1	1	1	1	1	1	1	1	42.7
Column Total	3	1	1	1	1	1	1	1	1	143
Total	2.1	.7	18.9	37.8	40.6	100.0				

Number of Missing Observations = 0

Crosstabulation: Q01 By Q02 RANK UNACCOMPANIED TOURS

Q01	Count	IDEF	INCE	PROB	INCING	OPINI	PROB	NOTIDEF	NOT	Row
Q02->	Row Pct	INTIVE	ION	ION	ION	ION	ION	ION	ION	Total
Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct
0	1	1	1	1	1	1	1	1	1	118
LTC	1	1	1	1	1	1	1	1	1	82.5
COL	1	1	1	1	1	1	1	1	1	25
Column Total	3	1	1	1	1	1	1	1	1	143
Total	2.1	15.4	30.8	51.7	100.0					

Number of Missing Observations = 0

Crosstabulation: Q08 By Q01 YEARS TO STAY TIME AWAY FROM FAM

Page

Q08	Count	IDEF	INCE	PROB	INCING	OPINI	PROB	NOTIDEF	NOT	Row
Q01->	Row Pct	INTIVE	ION	ION	ION	ION	ION	ION	ION	Total
Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct
20-21 YEARS	1	1	1	1	1	1	1	1	1	2
22-23 YEARS	2	1	1	1	1	1	1	1	1	1.4
24-25 YEARS	3	1	1	1	1	1	1	1	1	2.8
26-27 YEARS	4	1	1	1	1	1	1	1	1	23
28-29 YEARS	5	1	1	1	1	1	1	1	1	16.1
30 YEARS	6	1	1	1	1	1	1	1	1	38
MT 30 YEARS	7	1	1	1	1	1	1	1	1	26.6
Column Total	3	1	1	1	1	1	1	1	1	143
Total	2.1	.7	18.9	37.8	40.6	100.0				

Number of Missing Observations = 0

Crosstabulation: Q04 By Q02 MILITARY FAMILY UNACCOMPANIED TOURS

Q04	Count	IDEF	INCE	PROB	INCING	OPINI	PROB	NOTIDEF	NOT	Row
Q02->	Row Pct	INTIVE	ION	ION	ION	ION	ION	ION	ION	Total
Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct	Col Pct
YES	0	1	1	1	1	1	1	1	1	26
NO	1	1	1	1	1	1	1	1	1	117
Column Total	3	1	1	1	1	1	1	1	1	143
Total	2.1	15.4	30.8	51.7	100.0					

Number of Missing Observations = 0

Crosstabulation: Q08 BY Q42 YEARS TO STAY UNACCOMPANIED TOURS

Q42-->	Count	IDEF	INCE	INO	OP	INI	PROB	NOT	IDEF	NOT	Row
Q08	Col Pct	INTIVE	INTIVE	ION	ION	INCEN	INCEN	INCEN	INCEN	INCEN	Total
20-21 YEARS	1	1	1	1	1	1	1	1	1	1	2
											1.4
22-23 YEARS	2	2	2	2	2	2	2	2	2	2	4
											2.8
24-25 YEARS	3	3	3	3	3	3	3	3	3	3	6
											16.1
26-27 YEARS	4	4	4	4	4	4	4	4	4	4	8
											26.6
28-29 YEARS	5	5	5	5	5	5	5	5	5	5	10
											5.6
30 YEARS	6	6	6	6	6	6	6	6	6	6	12
											36.4
MT 30 YEARS	7	7	7	7	7	7	7	7	7	7	14
											11.2
Column Total	3	22	44	30.8	51.7	74	143				100.0

Number of Missing Observations = 0

Crosstabulation: Q01 BY Q25 RANK OPPORTUNITY TO TRAVEL

Q25-->	Count	IDEF	INCE	PROB	INC	INO	OP	INI	PROB	NOT	IDEF	NOT	Row
Q01	Col Pct	INTIVE	INTIVE	ION	ION	INCEN	INCEN	INCEN	INCEN	INCEN	INCEN	INCEN	Total
LTC	0	16	64	8	26	4	118						118
													82.5
COL	1	13.6	54.2	6.8	22.0	3.4	80.0						25
													17.5
Column Total	22	75	11	30	5	143							100.0

Number of Missing Observations = 0

Crosstabulation: Q09 BY Q42 HIGHEST EXPECTED TOURS UNACCOMPANIED TOURS

Q42-->	Count	IDEF	INCE	INO	OP	INI	PROB	NOT	IDEF	NOT	Row
Q09	Col Pct	INTIVE	INTIVE	ION	ION	INCEN	INCEN	INCEN	INCEN	INCEN	Total
LTC	0	1	1	1	1	1	1	1	1	1	2
											1.4
COL	1	3	14	34	56						107
											75.9
BB	2	2	2	5	4						11
											7.8
MB	3	3	3	4	11						19
											13.5
LTB	4	4	4	1	1						1
											1.7
BEN	5	5	5	1	1						1
											1.7
Column Total	3	22	43	73	141						100.0

Number of Missing Observations = 2

Crosstabulation: Q04 BY Q25 MILITARY FAMILY OPPORTUNITY TO TRAVEL

Q25-->	Count	IDEF	INCE	PROB	INC	INO	OP	INI	PROB	NOT	IDEF	NOT	Row
Q04	Col Pct	INTIVE	INTIVE	ION	ION	INCEN	INCEN	INCEN	INCEN	INCEN	INCEN	INCEN	Total
YES	0	4	14	3	5								26
													18.2
NO	1	18	61	8	25								117
													81.8
Column Total	22	75	11	30	5	143							100.0

Number of Missing Observations = 0

Crosstabulation: D05 AFE8 BY Q25 OPPORTUNITY TO TRAVEL

Page

Q25->	Count	IDEF	INCE	PROB	INCING	OPINI	PROB	NOT	DEF	NOT	Row
	Row Pct	INTIVE	ENTIVE	ION	2	3	4	4	4	Total	
17 YEARS OR LESS	0	1	8	2	2	2	2	2	2	13	
	7.7	61.5	15.4	15.4	15.4	15.4	15.4	15.4	15.4	9.1	
	4.5	10.7	18.2	18.2	18.2	18.2	18.2	18.2	18.2	9.1	
18-19 YEARS	1	6	22	3	9	9	9	9	9	43	
	14.0	51.2	7.0	20.9	20.9	20.9	20.9	20.9	20.9	30.1	
	27.3	29.3	27.3	30.0	30.0	30.0	30.0	30.0	30.0	60.0	
20-21 YEARS	2	11	34	3	12	12	12	12	12	61	
	18.0	55.7	4.9	19.7	19.7	19.7	19.7	19.7	19.7	42.7	
	50.0	45.3	27.3	40.0	40.0	40.0	40.0	40.0	40.0	20.0	
22-23 YEARS	3	3	10	3	7	7	7	7	7	24	
	12.5	41.7	12.5	29.2	29.2	29.2	29.2	29.2	29.2	16.8	
	13.6	13.3	27.3	23.3	23.3	23.3	23.3	23.3	23.3	20.0	
24 YEARS OR MORE	4	1	1	1	1	1	1	1	1	2	
	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	1.4	
	4.5	1.3									
Column Total	22	75	11	30	30	30	30	30	30	143	
Total	15.4	52.4	7.7	21.0	21.0	21.0	21.0	21.0	21.0	100.0	

Number of Missing Observations = 0

Crosstabulation: D08 BY Q25 YEARS TO STAY OPPORTUNITY TO TRAVEL

Page

Q25->	Count	IDEF	INCE	PROB	INCING	OPINI	PROB	NOT	IDEF	NOT	Row
Col Pct	Row Pct	INTIVE	ENTIVE	ION	2	3	4	4	4	Total	
1	1				1	1	1	1	1	2	
20-21 YEARS		25.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	1.4	
		4.5	9.1	9.1	9.1	9.1	9.1	9.1	9.1	3.3	
22-23 YEARS	2	1	2	2	2	2	2	2	2	4	
		25.0	50.0	25.0	25.0	25.0	25.0	25.0	25.0	2.8	
		4.5	2.7	3.3	3.3	3.3	3.3	3.3	3.3	2.0	
24-25 YEARS	3	5	10	2	5	5	5	5	5	23	
		21.7	43.5	8.7	21.7	21.7	21.7	21.7	21.7	16.1	
		22.7	13.3	18.2	18.2	18.2	18.2	18.2	18.2	20.0	
26-27 YEARS	4	6	21	2	7	7	7	7	7	38	
		15.8	55.3	5.3	18.4	18.4	18.4	18.4	18.4	26.6	
		27.3	28.0	18.2	23.3	23.3	23.3	23.3	23.3	40.0	
28-29 YEARS	5	2	3	1	2	2	2	2	2	8	
		25.0	37.5	12.5	25.0	25.0	25.0	25.0	25.0	5.6	
		9.1	4.0	9.1	6.7	6.7	6.7	6.7	6.7	2.0	
30 YEARS	6	7	31	1	12	12	12	12	12	52	
		13.5	59.6	1.9	23.1	23.1	23.1	23.1	23.1	36.4	
		31.8	41.3	9.1	40.0	40.0	40.0	40.0	40.0	20.0	
MT 30 YEARS	7	1	8	4	2	2	2	2	2	14	
		6.3	50.0	25.0	12.5	12.5	12.5	12.5	12.5	11.2	
		4.5	10.7	36.4	6.7	6.7	6.7	6.7	6.7	20.0	

Number of Missing Observations = 0

3-2-28

Crosstabulation: Q09 By Q25 HIGHEST EXPECTED RANK
OPPORTUNITY TO TRAVEL

Page

Q25-->	Count Row Pct Col Pct	IDEF INTIVE	INCINO IDN	OPINI 2	PROB 3	NOT 4	DEF 5	NOT 6	DEF 7	Total
Q09	0									
LTC	1	18	53	7	25	4				107
		16.8	49.5	6.5	23.4	3.7				75.9
		81.8	72.6	63.6	83.3	80.0				
COL	2	3	7							11
		27.3	63.6							7.8
		13.6	9.6							
BG	3	1	12	2	3	1				19
		5.3	63.2	10.5	15.8	5.3				13.5
		4.5	16.4	18.2	10.0	20.0				
MG	4									
LTS	5									
BEN	6									
Total	22	73	11	30	5	141				141
	15.6	51.8	7.8	21.3	3.5	100.0				

Number of Missing Observations = 2

Crosstabulation: Q01 By Q29 RANK
FOREIGN LIVING

Q29-->	Count Row Pct Col Pct	IDEF INTIVE	INCINO IDN	OPINI 2	PROB 3	NOT 4	DEF 5	NOT 6	DEF 7	Total
Q01	0	18	68	7	20	5				118
		15.3	57.6	5.9	16.9	4.2				82.5
		81.8	78.2	100.0	90.9	100.0				
LTC	1	4	19		2					25
		16.0	76.0		8.0					17.5
		18.2	21.8		9.1					
COL	2	87	7	22	5					143
		15.4	60.8	4.9	15.4	3.5				100.0

Number of Missing Observations = 0

Crosstabulation: Q05 By Q29 AFCS
FOREIGN LIVING

Page

Q29-->	Count Row Pct Col Pct	IDEF INTIVE	INCINO IDN	OPINI 2	PROB 3	NOT 4	DEF 5	NOT 6	DEF 7	Total
Q05	0	1	9	2	1					13
		7.7	69.2	15.4	7.7					9.1
		4.5	10.3	28.6	4.5					
17 YEARS OR LESS	1	3	27	1	10	2				43
		7.0	62.8	2.3	23.3	4.7				30.1
		13.6	31.0	14.3	45.5	40.0				
18-19 YEARS	2	13	36	2	7	3				61
		21.3	59.0	3.3	11.5	4.9				42.7
		59.1	41.4	28.6	31.8	60.0				
20-21 YEARS	3	5	13	2	4					24
		20.8	54.2	8.3	16.7					16.8
		22.7	14.9	28.6	18.2					
22-23 YEARS	4		2							2
			100.0							1.4
			2.3							
24 YEARS OR MORE	22	87	7	22	5					143
	15.4	60.8	4.9	15.4	3.5					100.0

Number of Missing Observations = 0

Crosstabulation: Q08 BY Q29 YEARS TO STAY
FOREIGN LIVING

Q08 Q29-->	Count Row Pct Col Pct	IDEF INTIVE	INCE INTIVE	INCINO ION	OPINI ION	PROB NOT	NOT DEF	Row Total	Page
		0	1	2	3	4	5		
20-21 YEARS	1		1	1	1	1	1	1.4	
22-23 YEARS	2	25.0 4.5	50.0 2.3		50.0 4.5	25.0 20.0	1	2.8	
24-25 YEARS	3	2	12	2	21.7	17.4	4	23	
26-27 YEARS	4	6	24	2	22.7	80.0		16.1	
28-29 YEARS	5	25.0 9.1	50.0 4.6		25.0 9.1		2	5.6	
30 YEARS	6	19.2 45.5	65.4 39.1	3.8 28.6	11.5 27.3	6		36.4	
MT 30 YEARS	7	1	10	3	12.5	2		11.2	
Column Total		22	87	7	22	5		143	
Number of Missing Observations = 0									

Number of Missing Observations = 0

Crosstabulation: Q01 BY Q34 RANK
GOV HOUSING AVAILABLE

Q01 Q34-->	Count Row Pct Col Pct	IDEF INTIVE	INCE INTIVE	INCINO ION	OPINI ION	PROB NOT	NOT DEF	Row Total	Page
		0	1	2	3	4	5		
LTC	0	5	31	17	32	33		118	
COL	1	4.2 83.3	26.3 79.5	14.4 81.0	27.1 82.1	28.0 89.2		83.1	
	1	1	8	4	7	4		24	
Column Total		6	39	21	39	37		142	
Number of Missing Observations = 1									

Number of Missing Observations = 1

Crosstabulation: Q09 BY Q29 HIGHEST EXPECTED RANK
FOREIGN LIVING

Q09 Q29-->	Count Row Pct Col Pct	IDEF INTIVE	INCE INTIVE	INCINO ION	OPINI ION	PROB NOT	NOT DEF	Row Total	Page
		0	1	2	3	4	5		
LTC	0		1	1	1	1	1	1.4	
COL	1	16 15.0 76.2	65 60.7 75.6	4 3.7 57.1	18 16.8 81.8	4 3.7 80.0		107	
BG	2	3	27.3 14.3	7 8.1		1	9.1 20.0	11.8	
MB	3	2	11	3	3			19	
LTB	4	10.5 9.5	57.9 12.8	15.8 42.9	13.6			13.5	
GEN	5		100.0 1.2					.7	
Column Total		21	86	7	22	5		141	
Number of Missing Observations = 2									

Number of Missing Observations = 2

Crosstabulation: Q04 BY Q34 MILITARY FAMILY
GOV HOUSING AVAILABLE

Q04 Q34-->	Count Row Pct Col Pct	IDEF INTIVE	INCE INTIVE	INCINO ION	OPINI ION	PROB NOT	NOT DEF	Row Total	Page
		0	1	2	3	4	5		
YES	0	1	3.8 16.7	8 20.5	6 28.6	5 19.2	6 16.2	24	
NO	1	5	31	15	34	31		116	
Column Total		6	39	21	39	37		142	
Number of Missing Observations = 1									

Number of Missing Observations = 1

Crosstabulation: Q05 AFCS
By Q34 GOV HOUSING AVAILABLE

Q34-->	Count Row Pct Col Pct	IDEF INCE/PROB INCING OP/INI/PROB NOT/DEF NOT				Row Total
		0	1	2	3	
Q05	0	2	1	3	4	13
17 YEARS OR LESS	15.4	7.7	23.1	30.8	23.1	9.2
	33.3	2.6	14.3	10.3	8.1	
18-19 YEARS	1	1	9	5	11	17
	2.3	20.9	11.6	25.6	39.5	30.3
	16.7	23.1	23.8	28.2	43.9	
20-21 YEARS	2	2	20	7	20	49
	33.3	33.3	11.7	33.3	18.3	42.3
	33.3	51.3	33.3	51.3	29.7	
22-23 YEARS	3	1	7	6	4	18
	4.2	29.2	25.0	16.7	25.0	16.9
	16.7	17.9	28.6	10.3	16.2	
24 YEARS OR MORE	4	1	2	1	1	5
	100.0	100.0	100.0	100.0	100.0	1.4
	5.1	1	1	1	1	
Column Total	6	39	21	39	37	142
Total	4.2	27.5	14.8	27.5	26.1	100.0

Crosstabulation: Q09
By Q34 GOV HOUSING AVAILABLE

Q34-->	Count Row Pct Col Pct	IDEF INCE/PROB INCING OP/INI/PROB NOT/DEF NOT				Row Total
		0	1	2	3	
Q09	0	1	1	1	1	4
LTC	4.7	50.0	50.0	50.0	50.0	1.4
	83.3	2.6	2.6	2.6	2.7	
COL	1	5	28	17	26	76
	4.7	26.4	16.0	24.5	28.1	75.7
	83.3	73.7	81.0	68.4	81.1	
MS	2	1	3	3	4	11
	9.1	27.3	36.4	27.3	27.3	7.9
	16.7	7.9	10.5	10.5	8.1	
MS	3	1	5	4	8	18
	26.3	21.1	42.1	10.5	10.5	13.6
	13.2	19.0	21.1	5.4	5.4	
LTC	4	1	1	1	1	4
	100.0	100.0	100.0	100.0	100.0	1.7
	2.6	1	1	1	1	
GEN	5	1	1	1	1	4
	100.0	100.0	100.0	100.0	100.0	1.7
	2.7	1	1	1	1	
Column Total	6	38	21	38	37	140
Total	4.3	27.1	15.0	27.1	26.4	100.0

Crosstabulation: DOB
By Q34 GOV HOUSING AVAILABLE

Q34-->	Count Row Pct Col Pct	IDEF INCE/PROB INCING OP/INI/PROB NOT/DEF NOT				Row Total
		0	1	2	3	
DOB	1	1	1	1	1	4
20-21 YEARS	1	1	1	1	1	4
	50.0	50.0	50.0	50.0	50.0	1.4
	2.6	2.6	2.6	2.6	2.7	
22-23 YEARS	2	2	2	2	2	8
	100.0	100.0	100.0	100.0	100.0	2.8
	10.8	10.8	10.8	10.8	10.8	
24-25 YEARS	3	1	5	2	7	15
	4.3	21.7	8.7	30.4	34.8	16.2
	16.7	12.8	9.5	17.9	21.6	
26-27 YEARS	4	1	11	6	13	21
	2.6	28.9	15.8	34.2	18.4	26.8
	16.7	28.2	28.6	33.3	18.9	
28-29 YEARS	5	1	4	4	4	13
	50.0	50.0	50.0	50.0	50.0	5.6
	19.0	19.0	19.0	19.0	10.8	
30 YEARS	6	4	13	7	15	39
	7.8	25.5	13.7	29.4	23.5	35.9
	66.7	33.3	33.3	38.5	32.4	
MT 30 YEARS	7	1	9	2	4	16
	56.3	12.5	25.0	6.3	6.3	11.3
	23.1	9.5	10.3	2.7	2.7	
Column Total	6	39	21	39	37	142
Total	4.2	27.5	14.8	27.5	26.1	100.0

Crosstabulation: DO1 RANK
By Q35 CHILD CARE AVAILABLE

Q35-->	Count Row Pct Col Pct	IDEF INCE/PROB INCING OP/INI/PROB NOT/DEF NOT				Row Total
		0	1	2	3	
Q01	0	1	10	19	32	55
LTC	1	1	8.5	16.2	27.4	47.0
	100.0	83.3	90.5	76.2	83.3	82.4
COL	1	1	2	2	10	15
	8.0	8.0	8.0	40.0	44.0	17.6
	16.7	9.5	23.8	16.7	16.7	
Column Total	1	12	21	42	46	142
Total	.7	8.5	14.8	29.6	46.5	100.0

Cross-tabulation	Q05 By Q35	AFCB CHILD CARE AVAILABLE
Count	DEF INCE|PROB INCING OPINI|PROB NOT|DEF NOT	
Row Pct	INTIVE INTENTIVE IDN	INCENTI|INCENTIV|
Col Pct	0 1 2 3 4	1 2 3 4
Q35-->		
Q05		
17 YEARS OR LESS	0 1 3 3 3 4	13 9.2
18-19 YEARS	1 1 2 1 13 26	42 29.6
20-21 YEARS	2 1 4 12 21 24	61 43.0
22-23 YEARS	3 1 3 6 4 11	24 16.9
24 YEARS OR MORE	4 1 1 1 1 1	20 1.4
Column Total	1 12 21 42 66	142 100.0
Total	.7 8.5 14.8 29.6 46.5	
Crosstabulation:	Q09	HIGHEST EXPECTED RANK
By Q35		CHILD CARE AVAILABLE
Count	IDEF INCE|PROB INCING OPINI|PROB NOT|DEF NOT	
Row Pct	INTIVE INTENTIVE IDN	INCENTI|INCENTIV|
Col Pct	0 1 2 3 4	1 2 3 4
Q35-->		
Q09		
LTC	0 1 1 1 1 1	2 1.4
COL	1 .9 6.6 15.1 26.4 50.9	106 75.7
BG	2 100.0 58.3 76.2 70.0 81.8	11 7.9
MG	3 1 3 2 8 6	17 13.6
LTB	4 1 100.0 8.3 9.5 7.5 7.6	10 7.7
GEM	5 1 1 1 1 1	1 1.7
Column Total	1 12 21 40 46	140 100.0
Total	.7 8.6 15.0 28.6 47.1	

[illegible]

Crosstabulation: Q01 RANK SERVICES BY ACS

Q36-->	Count	IDF	INCE	PROB	INCE	NO	INC	NO	PROB	NOT	DEF	NOT	Row Total
Q01	Col Pct	0	1	1	11	22	34	50					118
LTC			.8		9.3	18.6	28.8	42.4					82.5
			100.0		91.7	78.6	79.1	84.7					
COL	1	1	1	1	1	6	9	9					25
					4.0	24.0	36.0	36.0					17.5
					8.3	21.4	20.9	15.3					
	Column Total		1	12	28	43	59	143					100.0
			.7	8.4	19.6	30.1	41.3						

Crosstabulation: Q05 AFCS SERVICES BY ACS

Count	IDF	INCE	PROB	INCINO	OP	INI	PROB	NOT	DEF	NOT	Row
Q36-->	Row	Pct	INTIVE	ION			INCENTI	INCENTI			Total
Q05	Col	Pct	0	1	2	3	4				
17 YEARS OR LESS	0			2	4	2	5			13	
				15.4	30.8	15.4	38.5			9.1	
				16.7	14.3	4.7	8.5				
18-19 YEARS	1		1	4	3	12	23			43	
			2.3	9.3	7.0	27.9	53.5			30.1	
			100.0	33.3	10.7	27.9	39.0				
20-21 YEARS	2			3	15	23	20			61	
				4.9	24.6	37.7	32.8			42.7	
				25.0	53.6	53.5	33.9				
22-23 YEARS	3			3	6	6	9			24	
				12.5	25.0	25.0	37.5			16.8	
				25.0	21.4	14.0	15.3				
24 YEARS OR MORE	4						2			2	
							100.0			1.4	
							3.4				
Column Total			1	12	28	43	59			143	
			.7	8.4	19.6	30.1	41.3			100.0	

Crosstabulation: Q04 MILITARY FAMILY SERVICES BY ACS

Q36-->	Count	IDF INCE|PROB INCINO OPINI|PROB NOT|DEF NOT				Row Total
		INTIVE	ION	INCENTI	INCENTI	
Q04	Col Pct	0	1	2	3	4
YES			2	8	5	11
			7.7	30.8	19.2	42.3
			16.7	28.6	11.6	18.6
NO	1	1	10	20	38	48
		.9	8.5	17.1	32.5	41.0
		100.0	83.3	71.4	88.4	81.4
Column Total		.7	12	28	43	59
			8.4	19.6	30.1	41.3
						100.0

Crosstabulation: Q08 YEARS TO STAY SERVICES BY ACS

Q36-->	Count	Row Pct	IDF INCE|PROB INCINO OPINI|PROB NOT|DEF NOT				Row Total	
			INTIVE	ION	INCENTI	INCENTI		
Q08	Col Pct	0	1	2	3	4		
20-21 YEARS	1			1	1		2	
				50.0	50.0		1.6	
				3.6	2.3			
22-23 YEARS	2		1		1	2	4	
			25.0		25.0	50.0	2.8	
			8.3		2.3	3.4		
24-25 YEARS	3		1	2	6	5	23	
		4.3	8.7	26.1	21.7	39.1	16.1	
		100.0	16.7	21.4	11.6	15.3		
26-27 YEARS	4			2	4	17	38	
			5.3	10.5	44.7	39.5	26.6	
			16.7	14.3	39.5	25.4		
28-29 YEARS	5			1	2	3	8	
			12.5	25.0	37.5	25.0	5.6	
			8.3	7.1	7.0	3.4		
30 YEARS	6			4	11	11	32	
			7.7	21.2	21.2	50.0	36.4	
			33.3	39.3	25.6	44.1		
MT 30 YEARS	7			2	4	5	16	
			12.5	25.0	31.3	31.3	11.2	
			16.7	14.3	11.6	8.5		
Column Total		.7	12	28	43	59	143	
	Total			8.4	19.6	30.1	41.3	100.0

Crosstabulation: Q09 HIGHEST EXPECTED RANK
By Q36 SERVICES BY ACS

Page

Q36-->	Count	IDEF	INCE	PROB	INCINO	OPINI	PROB	NOTIDEF	NOT I	Row
Col Pct	Col Pct	INTIVE	INTIVE	ION	2	3	4	4	Total	
0	0	1	1	1	1	1	1	1	2	
LTC	1			50.0	50.0	50.0	2.4		1.4	
COL	1	1	9	22	23	52			107	
		.9	8.4	20.6	21.5	48.6			75.9	
		100.0	75.0	78.6	56.1	88.1				
BB	2	1	2	1	1	8			11	
		18.2	9.1	72.7	19.5				7.8	
MB	3	1	1	4	8	6			19	
		5.3	21.1	42.1	31.6				13.5	
		8.3	14.3	19.5	10.2					
LTB	4	1	1	1	1	1			1	
				100.0	2.4				.7	
BEN	5	1	1	1	1	1			1	
					100.0	1.7			.7	
Column Total	1	12	28	41	59				141	
Total	7	8.5	19.9	29.1	41.8				100.0	

Crosstabulation: Q04 MILITARY FAMILY
By Q37 SERVICES BY CHAPLAINCY

Q37-->	Count	IDEF	INCE	PROB	INCINO	OPINI	PROB	NOTIDEF	NOT I	Row
Col Pct	Col Pct	INTIVE	INTIVE	ION	2	3	4	4	Total	
0	0	1	8	10	1	7			25	
YES	1	32.0	40.0	40.0	1	28.0			17.6	
		26.7	34.5	17.9		17.9				
NO	1	5	22	19	39	32			117	
		4.3	18.8	16.2	33.3	27.4			82.4	
		100.0	73.3	65.5	100.0	82.1				
Column Total	5	30	29	39	39	39			142	
Total	3.5	21.1	20.4	27.5	27.5	27.5			100.0	

Crosstabulation: Q01 SERVICES BY CHAPLAINCY
By Q37

Q37-->	Count	IDEF	INCE	PROB	INCINO	OPINI	PROB	NOTIDEF	NOT I	Row
Col Pct	Col Pct	INTIVE	INTIVE	ION	2	3	4	4	Total	
0	0	5	23	22	35	32	32	32	117	
LTC	1	4.3	19.7	18.8	29.9	27.4	27.4	27.4	82.4	
		100.0	76.7	75.9	89.7	82.1	82.1	82.1	25	
COL	1	7	7	7	4	4	7	7	17.6	
		28.0	28.0	28.0	16.0	16.0	28.0	28.0	142	
		23.3	23.3	24.1	10.3	10.3	17.9	17.9	100.0	
Column Total	5	30	29	29	39	39	39	39	100.0	

Crosstabulation: Q05 AFCB
By Q37 SERVICES BY CHAPLAINCY

Q37-->	Count	IDEF	INCE	PROB	INCINO	OPINI	PROB	NOTIDEF	NOT I	Row
Col Pct	Col Pct	INTIVE	INTIVE	ION	2	3	4	4	Total	
0	0	3	5	4	4	4	4	4	13	
17 YEARS OR LESS	1	23.1	38.5	30.8	7.7	7.7	7.7	7.7	9.2	
		10.0	17.2	10.3	2.6	2.6	2.6	2.6	42	
18-19 YEARS	1	3	11	2	10	16	16	16	29.6	
		7.1	26.2	4.8	23.8	38.1	38.1	38.1	61	
		60.0	36.7	6.9	25.6	41.0	41.0	41.0	43.0	
20-21 YEARS	2	2	9	18	19	13	13	13	24	
		3.3	14.8	29.5	31.1	21.3	21.3	21.3	16.9	
		40.0	30.0	62.1	48.7	33.3	33.3	33.3	2	
22-23 YEARS	3	7	4	5	8	8	8	8	1.4	
		29.2	16.7	20.8	33.3	20.5	20.5	20.5	142	
		23.3	13.8	12.8	50.0	2.6	2.6	2.6	39	
24 YEARS OR MORE	4				1	1	1	1	2	
					50.0	50.0	50.0	50.0	1.4	
					2.6	2.6	2.6	2.6	1.4	
Column Total	5	30	29	39	39	39	39	39	142	
Total	3.5	21.1	20.4	27.5	27.5	27.5	27.5	27.5	100.0	

3-2-1-0

Crosstabulation: Q08 YEARS TO STAY
By Q37 SERVICES BY CHAPLAINCY

Q37->	Count Row Pct Col Pct	IDEF	INCE	PROB	INC	IDN	OPINI	PROB	NOT	IDEF	NOT	Row Total
Q08		0	1	2	3	4						
20-21 YEARS	1											1.4
												1.4
22-23 YEARS	2											2.8
												2.8
24-25 YEARS	3											16.2
												16.2
26-27 YEARS	4											26.8
												26.8
28-29 YEARS	5											5.6
												5.6
30 YEARS	6											35.9
												35.9
MT 30 YEARS	7											11.3
												11.3
Column Total		3.5	21.1	20.4	27.5	39	27.5	39	27.5	39	27.5	142
												100.0

Crosstabulation: Q09
By Q37 SERVICES BY CHAPLAINCY

Q37->	Count Row Pct Col Pct	IDEF	INCE	PROB	INC	IDN	OPINI	PROB	NOT	IDEF	NOT	Row Total
Q09		0	1	2	3	4						
LTC	0											1.4
												1.4
COL	1											104
												104
BB	2											7.9
												7.9
MB	3											13.6
												13.6
LTB	4											.7
												.7
GEN	5											.7
												.7
Column Total		3.6	21.4	20.7	26.4	37	27.9	39	27.9	39	27.9	140
												100.0

BY 905 AEC5

COUNT									
ROW	PCT	117 YEARS	18-19	VE	20-21	VE	22-23	VE	24 YEARS
COL	PCT	1 OR LESS	ARS	ARS	ARS	ARS	OR MORE	TOTAL	
0	1	12	1	37	1	54	1	1	114
LIEUTENANT COLON	1	10.2	1	31.4	1	45.8	1	11.9	1
		1.92	1	1.86	1	1.88	1	1.50	1
1	1	1	1	6	1	7	1	10	1
COLONEL	1	4.0	1	24.0	1	28.0	1	40.0	1
		1.72	1	1.14	1	1.11	1	1.50	1
COLUMN		13		43		61		24	
TOTAL		9.1		30.1		42.7		16.4	

CHI-SQUARE 13.95695 D.F. 4 SIGNIFICANCE 0.0074 MIN.E.E. 0.750 CELLS WITH E.E.S. 4 OF 10 (40.0%)

STATISTIC CRAMER'S V VALUE 0.31241 SIGNIFICANCE

BY 906 MARITAL STATUS

COUNT									
ROW	PCT	SINGLE	MARRIED	REMARIED	REMARIED	LEGALLY	DIVORCED	ROW	TOTAL
COL	PCT	1	1ST TIME	D(DIV)	D(WID)	SEP			
0	1	4	1	96	1	16	1	1	114
LIEUTENANT COLON	1	3.4	1	81.4	1	13.6	1	1	1
		1.100	1	1.82	1	1.84	1	1.100	1
1	1	1	1	21	1	3	1	1	25
COLONEL	1	1	1	84.0	1	12.0	1	1	1
		1.12	1	1.15	1	1.10	1	1.100	1
COLUMN		6		117		19		1	
TOTAL		2.8		81.4		13.3		1.7	

CHI-SQUARE 6.04657 D.F. 5 SIGNIFICANCE 0.3017 MIN.E.E. 0.175 CELLS WITH E.E.S. 9 OF 12 (75.0%)

STATISTIC CRAMER'S V VALUE 0.20563 SIGNIFICANCE

BY 907 TEMP SEP FROM HOUSE

COUNT				
ROW	PCT	YES	NO	ROW
COL	PCT	1		TOTAL
0	1	5	1	109
LIEUTENANT COLON	1	4.4	1	95.6
		1.50	1	1.85
1	1	5	1	10
COLONEL	1	20.8	1	79.2
		1.50	1	1.14
COLUMN		10		124
TOTAL		7.2		92.8

CHI-SQUARE 5.72009 D.F. 1 SIGNIFICANCE 0.0168 MIN.E.E. 1.750 CELLS WITH E.E.S. 1 OF 4 (25.0%)
7.97954 D.F. 1 SIGNIFICANCE 0.0047 (BEFORE YATES CORRECTION)

STATISTIC CRAMER'S V VALUE 0.24046 SIGNIFICANCE

NUMBER OF MISSING OBSERVATIONS = 5

001 BANK 000 YEARS TO STAY

008												
COUNT	I	YE 22-23	YE 24-25	YE 26-27	YE 28-29	YE 30	YEARS OVER 30	YEARS	YEARS	YEARS	YEARS	YEARS
ROW PCT	COL PCT	ARS	ARS	ARS	ARS	ARS	ARS	ARS	ARS	ARS	ARS	ARS
001	0	1	2	1	4	1	20	1	30	1	6	1
LIFUTENANT COLON	1	1.7	1	3.4	1	16.9	1	25.4	1	5.1	1	34.7
	1	100.0	1	100.0	1	87.0	1	78.2	1	73.0	1	78.8
	1	1	1	1	3	1	8	1	2	1	11	1
COLONEL	1	1	1	1	12.0	1	32.0	1	9.0	1	44.0	1
	1	1	1	1	13.0	1	21.1	1	23.0	1	21.2	1
COLUMN	2	4	23	38	8	52	16	143				
TOTAL	1.4	2.8	16.1	26.6	5.6	36.4	11.2	100.7				

CHI-SQUARE D.F. SIGNIFICANCE MIN.E.E. CELLS WITH E.E.S.S
4.11967 6 0.6605 0.350 7 OF 14 (50.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.16973

001 BANK 000 HIGHEST EXPECTED BANK

009											
	COUNT	I									
	ROW PCT	ILTC		COL	MG	MG		LTG	GFN		ROW
	COL PCT	I									TOTAL
001		1		31	11	21		31	51		51
	0	1	2	1	90	1	7	1	16	1	117
LIFUTENANT COLON	1	1.7	1	76.9	1	6.0	1	13.7	1	9	1
		1	100.0	1	81.3	1	61.6	1	84.2	1	100.0
		1									
	1	1	1	18	1	4	1	9	1	1	25
COLONEL	1	1	1	72.0	1	16.0	1	12.0	1	1	17.6
		1		16.7	1	16.4	1	13.8	1	1	
		1									
COLUMN	2	108		19	19			1	1		142
TOTAL	1.4	76.1		7.7	13.4			.7	.7		100.0

CHI-SQUARE D.F. SIGNIFICANCE MIN.E.E. CELLS WITH E.E.S.S
2.63173 5 0.6036 0.176 4 OF 12 (66.7%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.15902

NUMBER OF MISSING OBSERVATIONS = 1

001 BANK 000 DEPENDENTS

010						
COUNT	I	ONE	TWO	THREE OR MORE	THREE OR MORE	THREE OR MORE
ROW PCT	COL PCT	ONE	TWO	THREE OR MORE	THREE OR MORE	THREE OR MORE
001	0	1	15	1	54	1
LIFUTENANT COLON	1	6.8	1	12.8	1	46.2
	1	80.0	1	73.2	1	84.6
	1	2	1	4	1	10
COLONEL	1	8.0	1	16.0	1	40.0
	1	80.0	1	73.2	1	84.6
COLUMN	10	19	64	49	142	
TOTAL	7.0	13.4	45.1	34.5	100.0	

CHI-SQUARE D.F. SIGNIFICANCE MIN.E.E. CELLS WITH E.E.S.S
0.38782 3 0.9427 1.761 2 OF 8 (25.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.05226

NUMBER OF MISSING OBSERVATIONS = 1

001 BANK 32 011 EDUCATIONAL LEVEL

011									
COUNT	I								
ROW PCT	ISA,SS	MA,MS,MM LLD				PMD,PDS,		ROW	
COL PCT	I	A				PD		TOTAL	
001	I	01	I	21	I	31			
	0	I	10	I	103	I	2	I	117
LIFUTENANT COLON	I	8.5	I	8P.0	I	1.7	I	1.7	12.4
	I	66.7	I	88.8	I	50.0	I	20.0	
	1	I	5	I	13	I	2	I	25
COLONEL	I	20.0	I	52.0	I	8.0	I	20.0	17.6
	I	33.3	I	11.2	I	50.0	I	21.4	
	COLUMA	15		116		4		7	147
	TOTAL	10.6		81.7		2.8		4.9	100.0

<u>CHI-SQUARE</u>	<u>D.F.</u>	<u>SIGIFICANCE</u>	<u>WIL-F.E.</u>	<u>CELLS-WITH-E.F.S.</u>
72.70489	3	0.0000	0.704	4 OF 8 (50.0%)

<u>STATISTIC</u>	<u>VALUE</u>	<u>SIGNIFICANCE</u>
CRAMER'S V	0.39087	

003 ETHNIC 3Y 005 AEC5

		Q05						
COUNT		1	2	3	4	5	TOTAL	
ROW	PCT	17 YEARS OR LESS	18-19 YRS	20-21 YRS	22-23 YRS	24 YEARS OR MORE	ROW	TOTAL
COL	PCT	1	2	3	4	5		
Q03		1	1	1	1	1		
NON WHITE	0	1	1	6	4	2	1	13
		7.7	46.2	30.8	15.4			9.1
WHITE	1	12	37	57	22	2	130	
		9.2	29.5	43.8	16.9	1.5	90.9	
		92.3	86.0	93.6	91.7	100.0		
COLUMN		13	43	61	24	2	143	
TOTAL		9.1	30.1	42.7	16.8	1.4	100.0	

<u>CHI-SQUARE</u>	<u>D.F.</u>	<u>SIGNIFICANCE</u>	<u>PROB. > P</u>	<u>CELLS WITH EXPECTED < 5</u>
1.95164	4	0.7447	0.182	5 OF 10 (50.0%)

<u>STATISTIC</u>	<u>VALUE</u>	<u>SIGNIFICANCE</u>
CRAMER'S V	0.11682	

203	ETHNIC	BY	BOA	YEARS TO STAY
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908															
	COUNT	I													
	ROW PCT	120-24	YE	22-25	YE	24-25	YE	26-27	YE	28-29	YE	30	YEARS	OVER 30	ROW
	COL PCT	IARS		IARS		IARS		IARS		IARS		IARS		YEARS	TOTAL
077		1		1		1		1		1		1		1	
	0	1		1		6		2		1		2		3	19
NON WHITE		1		1		46.2		15.4		1		15.4		23.1	9.1
		1		1		26.1		5.3		1		3.8		13.8	
	1	1		4		17		36		8		50		13	140
WHITE		1		5.1		13.1		27.7		6.2		38.5		10.0	95.9
		1		100.0		100.0		73.9		94.7		107.0		94.2	
	COLUMN	2		4		23		38		8		57		16	149
	TOTAL	1.4		2.8		16.1		26.6		5.6		36.4		11.2	100.0

<u>CHI-SQUARE</u>	<u>D.F.</u>	<u>SIGNIFICANCE</u>	<u>P-W.E.E.</u>	<u>CELLS WITH E.F.S. 5</u>
13.64983	6	0.0338	0.182	9 OF 14 (64.3%)

<u>STATISTICS</u>	<u>VALUE</u>	<u>SIGNIFICANCE</u>
CRAMER'S V	0.30896	

003 ETHNIC BY 000 HIGHEST EXPECTED BANK

009												
COUNT		I			COL	B6	MG	LT6	GEN	ROW		
ROW	PCT	ILTC								TOTAL		
COL	PCT	I										
003		1	01		1	21	31	41	51			
	0	1	1	1	1	3	1	1	1	1	1	13
NON WHITE		1	1	61.5	1	23.1	1	7.7	1	1	7.7	9.2
		1	1	7.4	1	27.3	1	5.3	1	100.0	1	
	1	1	2	1	100	1	8	1	18	1	1	129
WHITE		1	1.6	1	77.5	1	6.2	1	14.0	1	1	90.8
		1	100.0	1	82.6	1	72.7	1	84.2	1	100.0	1
	COLUMN	2	109		11	19	1		1	142		
	TOTAL	1.4	76.1		7.7	13.4	7		7	100.0		

CHI-SQUARE D.F. SIGNIFICANCE MIN.E.E. CELLS WITH E.E.S.
15.30955 5 0.0091 0.092 12 OF 12 (66.7%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.32835

003 ETHNIC BY 010 DEPENDENTS

		COUNT					ROW TOTAL
003	COL	ONE	TWO	THREE OR MORE	ROW TOTAL		
	0	2	3	5	7	13	
NON WHITE	1	15.4	23.1	38.5	23.1	9.2	
	1	8	16	50	46	120	
WHITE	1	6.2	12.4	45.7	35.7	90.8	
	1	100.0	84.2	82.2	83.2	100.0	
COLUMN TOTAL		10	19	64	49	142	
TOTAL		7.0	13.4	45.1	34.5	100.0	

CHI-SQUARE D.F. SIGNIFICANCE MIN.E.E. CELLS WITH E.E.S.
3.10025 3 0.3764 0.915 8 OF 8 (37.5%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.14776

003 ETHNIC BY 021 EDUCATIONAL LEVEL

		Q11					
		COUNT	I				
		ROW PCT	MA,BS	MA,MS,MB	LLD	PHD,DDS,	ROW
		COL PCT	I	A		MD	TOTAL
Q03			I	0	I	2	I
NON WHITE	0	I	I	12	I	1	I
		I	I	22.3	I	7.7	I
		I	I	10.3	I	25.0	I
WHITE	1	I	I	15	I	104	I
		I	I	11.6	I	80.6	I
		I	I	100.0	I	82.7	I
		I	I	100.0	I	75.0	I
COLUMN TOTAL			15	116	4	7	142
			10.6	81.7	2.8	4.9	100.0

CHI-SQUARE D.F. SIGNIFICANCE MIN.E.E. CELLS WITH E.E.S.
4.62205 3 0.3053 0.366 4 OF 4 (50.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.15971

004 - MILITARY FAMILY - BY 005 - AGE

005												
COUNT												
ROW	PCT	17 YEARS	18-19 YE	20-21 YE	22-23 YE	24 YEARS	ROW					
COL	PCT	1 OR LESS	ARS	ARS	ARS	OR MORE	TOTAL					
076		1	0	1	2	3	4					
	0	1	2	1	12	1	7	5	1	1	24	
YES		1	7.7	1	46.2	1	26.9	1	19.2	1	12.3	
		1	16.7	1	27.8	1	11.5	1	20.8	1		
	1	1	10	1	31	1	54	1	19	1	116	
NO		1	8.6	1	26.2	1	46.6	1	16.4	1	81.7	
		1	33.3	1	22.1	1	88.3	1	29.2	1	100.0	
COLUMN		12	43	61	24	2	142					
TOTAL		8.5	30.3	43.0	16.9	1.4	100.0					

CHI-SQUARE 5.12492 D.F. 4 SIGNIFICANCE 0.2747 MIN.E.E. 0.366 CELLS WITH E.E.S. 4 OF 10 (40.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.1800

004 - MILITARY FAMILY - BY 006 - MARITAL STATUS

006												
COUNT												
ROW	PCT	SINGLE	MARRIED	REMARIED	REMARIED	LEGALLY	DIVORCED	ROW				
COL	PCT	1ST TIME	0(DIV)	0(WID)	SEP	TOTAL						
236		0	1	2	3	4	4					
YES	0	1	24	2	1	1	1	26				
	1	92.3	7.7	1	1	1	1	19.3				
		20.2	10.5	1	1	1	1					
NO	1	4	92	17	1	1	1	116				
		3.4	79.3	14.7	.0	.0	.0	81.7				
		100.0	79.3	89.3	100.0	100.0	100.0					
COLUMN		4	116	19	1	1	1	142				
TOTAL		2.5	81.7	13.4	.7	.7	.7	100.0				

CHI-SQUARE 2.77777 D.F. 5 SIGNIFICANCE 0.7342 MIN.E.E. 0.183 CELLS WITH E.E.S. 9 OF 12 (75.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.13996

004 - MILITARY FAMILY - BY 008 - YEARS TO STAY

008															
COUNT		1	2		3		4		5		6				
ROW	PCT	120-21	YE	22-23	YE	24-25	YE	26-27	YE	28-29	YE	30	YEARS OVER 30	ROW	
COL	PCT	IARS		ARS		ARS		ARS		ARS		YEARS		TOTAL	
076		1	1	2	3	4	5	6	7	8	9	10	11		
	0	1	1	1	3	1	6	1	1	11	1	6	1	24	
YES		1	1	1	11.5	1	23.1	1	1	42.3	1	23.1	1	19.3	
		1	1	1	13.0	1	15.8	1	1	21.6	1	32.5	1		
	1	1	2	1	4	1	20	1	12	1	8	1	16	116	
NO		1	1.7	1	3.4	1	17.2	1	27.6	1	6.9	1	34.5	81.7	
		1	100.0	1	100.0	1	87.0	1	84.2	1	100.0	1	78.4	1	62.5
COLUMN		2	4	23	38	8	51	16	142						
TOTAL		1.4	2.8	16.2	26.8	5.6	35.9	11.3	100.0						

CHI-SQUARE 8.02721 D.F. 6 SIGNIFICANCE 0.2361 MIN.E.E. 0.366 CELLS WITH E.E.S. 7 OF 14 (50.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.23776

904 MILITARY FAMILY 9X 000 HIGHEST EXPECTED BANK

009												
COUNT		I	COL		B6	M6	LTG		GEN		ROW TOTAL	
ROW PCT	COL PCT	I										
076		I	01		11		21		31		41	51
	0	I		12	I	2	I	5	I	1	I	
YES		I	69.2	I	7.7	I	19.2	I	2.8	I		18.4
		I	16.8	I	18.2	I	26.3	I	100.0	I		
	1	I		89	I	9	I	14	I		1	115
NO		I	1.7	I	77.4	I	7.8	I	12.2	I		81.6
		I	100.0	I	83.2	I	81.8	I	73.2	I		100.0
	COLUMN TOTAL		2	107		11	19		1		1	141
	TOTAL		1.4	75.9		7.8	13.5		7		7	100.0

<u>CHI-SQUARE</u>	<u>D.F.</u>	<u>SIGNIFICANCE</u>	<u>MIN.F.F.</u>	<u>CELLS WITH F.E.S.</u>
4.07160	5	0.2993	0.184	8 OF 12 (66.7%)

<u>STATISTIC</u>	<u>VALUE</u>	<u>SIGNIFICANCE</u>
CRAMER'S V	0.20751	

004 MILITARY FAMILY 910 DEPENDENTS

		COUNT					ROW
		ONE	TWO	THREE	OR MORE		
ROW	COL	ONE	TWO	THREE	OR MORE	TOTAL	
0	1	1	3	1	9	14	24
1	1	1	1	1	3	6	10
1	2	1	1	1	1	4	10
1	3	1	1	1	1	4	10
1	4	1	1	1	1	4	10
1	5	1	1	1	1	4	10
1	6	1	1	1	1	4	10
1	7	1	1	1	1	4	10
1	8	1	1	1	1	4	10
1	9	1	1	1	1	4	10
1	10	1	1	1	1	4	10
1	11	1	1	1	1	4	10
1	12	1	1	1	1	4	10
1	13	1	1	1	1	4	10
1	14	1	1	1	1	4	10
1	15	1	1	1	1	4	10
1	16	1	1	1	1	4	10
1	17	1	1	1	1	4	10
1	18	1	1	1	1	4	10
1	19	1	1	1	1	4	10
1	20	1	1	1	1	4	10
1	21	1	1	1	1	4	10
1	22	1	1	1	1	4	10
1	23	1	1	1	1	4	10
1	24	1	1	1	1	4	10
1	25	1	1	1	1	4	10
1	26	1	1	1	1	4	10
1	27	1	1	1	1	4	10
1	28	1	1	1	1	4	10
1	29	1	1	1	1	4	10
1	30	1	1	1	1	4	10
1	31	1	1	1	1	4	10
1	32	1	1	1	1	4	10
1	33	1	1	1	1	4	10
1	34	1	1	1	1	4	10
1	35	1	1	1	1	4	10
1	36	1	1	1	1	4	10
1	37	1	1	1	1	4	10
1	38	1	1	1	1	4	10
1	39	1	1	1	1	4	10
1	40	1	1	1	1	4	10
1	41	1	1	1	1	4	10
1	42	1	1	1	1	4	10
1	43	1	1	1	1	4	10
1	44	1	1	1	1	4	10
1	45	1	1	1	1	4	10
1	46	1	1	1	1	4	10
1	47	1	1	1	1	4	10
1	48	1	1	1	1	4	10
1	49	1	1	1	1	4	10
1	50	1	1	1	1	4	10
1	51	1	1	1	1	4	10
1	52	1	1	1	1	4	10
1	53	1	1	1	1	4	10
1	54	1	1	1	1	4	10
1	55	1	1	1	1	4	10
1	56	1	1	1	1	4	10
1	57	1	1	1	1	4	10
1	58	1	1	1	1	4	10
1	59	1	1	1	1	4	10
1	60	1	1	1			

<u>CHI-SQUARED</u>	<u>D.F.</u>	<u>SIGNIFICANCE</u>	<u>PROB. > F</u>	<u>CELLS-WITH-EXPECTED > 5</u>
2.85487	3	.4145	.844	2 OF 8 (25.0%)

<u>STATISTIC</u>	<u>VALUE</u>	<u>SIGNIFICANCE</u>
CRAMER'S V	0.14229	

005 AFCS BY QOR YEARS TO STAY

QOR														
COUNT		I		2		3		4		5		6		
ROW PCT	COL PCT	120-21	YE	22-23	YE	24-25	YE	26-27	YE	28-29	YE	30 YEARS	OVER 30	ROW
		IARS		ARS		ARS		ARS		ARS		YEARS	YEARS	TOTAL
005		1	1	1	1	1	1	1	1	1	1	1	1	
17 YEARS OR LESS	0	1	1	1	1	1	1	2	1	1	1	5	1	13
	1	7.7	1	7.7	1	7.7	1	15.4	1	1	1	38.5	1	9.1
	1	50.0	1	25.0	1	12.5	1	6.3	1	1	1	9.6	1	18.8
18-19 YEARS	1	1	1	3	1	13	1	10	1	1	1	10	1	43
	1	2.3	1	7.0	1	30.2	1	23.3	1	2.3	1	23.3	1	30.1
	1	50.0	1	25.0	1	50.0	1	20.0	1	10.0	1	31.2	1	
20-21 YEARS	2	1	1	1	1	9	1	13	1	3	1	20	1	61
	1	1	1	1	1	14.8	1	21.3	1	4.9	1	47.5	1	42.7
	1	50.0	1	50.0	1	37.5	1	31.2	1	37.5	1	55.8	1	
22-23 YEARS	3	1	1	1	1	1	1	12	1	4	1	7	1	24
	1	1	1	1	1	1	1	50.0	1	16.7	1	20.2	1	16.7
	1	50.0	1	50.0	1	50.0	1	50.0	1	50.0	1	50.0	1	100.0
24 YEARS OR MORE	4	1	1	1	1	1	1	1	1	1	1	1	1	2
	1	1	1	1	1	1	1	50.0	1	50.0	1	50.0	1	1.4
	1	50.0	1	50.0	1	50.0	1	50.0	1	50.0	1	50.0	1	
COLUMN		2	4	23	38	8	52	16	143					
TOTAL		1.4	2.8	16.1	26.6	5.4	36.4	11.2	100.0					

CHI-SQUARE 42.85344 D.F. 24 SIGNIFICANCE 0.0103 PIV.E.E. 0.028 CELLS WITH E.E.S. 26 OF 35 (74.3%)

STATISTIC CRAMER'S V VALUE 0.27471 SIGNIFICANCE

005 AFCS BY QOR HIGHEST EXPECTED RANK

Q09									
	COUNT	I		COL	RG	MG	LTG	GFM	ROW TOTAL
	ROW PCT	ILTC							
	COL PCT	I							
		1		0	1	2	3	4	5
Q05		1		1	1	1	1	1	1
	0	1	1	7	1	1	4	1	13
17 YEARS OR LESS	1	7.7	1	53.8	1	1	30.8	1	9.2
	1	50.0	1	6.3	1	21.1	1	100.0	1
	1	1	1	30	1	4	1	7	42
18-19 YEARS	1	2.4	1	71.4	1	9.5	1	16.7	29.6
	1	50.0	1	27.3	1	36.4	1	36.8	1
	2	1	1	48	1	6	1	7	61
20-21 YEARS	1	1	1	78.7	1	9.8	1	11.5	43.0
	1	50.0	1	54.6	1	55.3	1	36.8	1
	3	1	1	21	1	1	1	1	24
22-23 YEARS	1	1	1	87.5	1	4.2	1	4.2	16.9
	1	50.0	1	19.6	1	8.1	1	3.3	100.0
	4	1	1	2	1	1	1	1	2
24 YEARS OR MORE	1	1	1	100.0	1	1	1	1	1.4
	1	50.0	1	1.8	1	1	1	1	1
	COLUMN TOTAL	2	108	11	19	1	1	1	142
		1.4	76.1	7.7	13.4	.7	.7		100.0

CHI-SQUARE 28.87940 D.F. 20 SIGNIFICANCE 0.0902 PIV.E.E. 0.014 CELLS WITH E.E.S. 24 OF 30 (80.0%)

STATISTIC CRAMER'S V VALUE 0.27549 SIGNIFICANCE

. . QNS . . AFCS BY Q11 . . EDUCATIONAL LEVEL

011									
	COUNT	I	18A,BS	MA,MS,MB	LLD	PHD,BDS,	MD	ROW	
	ROW PCT	I		A				TOTAL	
	COL PCT	I							
005		1			1		2	3	
		0	1	10	1	1	2	12	
17 YEARS OR LESS		1	1	83.3	1	1	16.7	8.5	
		1		8.3	1		28.6		
18-19 YEARS		1	3	35	1	1	4	43	
		1	7.0	81.4	1	2.3	9.3	30.3	
		1	20.0	30.2	1	25.0	57.1		
20-21 YEARS		2	5	53	1	3	1	61	
		1	8.2	86.9	1	4.9	1	43.0	
		1	33.3	45.7	1	75.0			
22-23 YEARS		3	7	17	1	1	1	24	
		1	29.2	70.8	1	1	1	15.9	
		1	44.7	16.7	1				
24 YEARS OR MORE		4	1	1	1	1	1	7	
		1	1	50.0	1	1	50.0	1.4	
		1		9	1	1	16.3		
				116	4	7		142	
COLUMN			15						
TOTAL			10.6	81.7	2.8	4.9		100.0	

<u>CUB- SQUARE</u>	<u>D.F.</u>	<u>SIGN. LEVEL</u>	<u>MIN. D.F.</u>	<u>CELLS WITH D.F. ≤ 5</u>
30.50330	12	0.0023	0.056	15 OF 20 (75.0%)

<u>STATISTIC</u>	<u>VALUE</u>	<u>SIGNIFICANCE</u>
CHAMBER'S V	0.26759	

006 MARITAL STATUS BY 003 FIMNIG

		003				ROW
COUNT	PCT	INON	WHIT	WHITE		
COL	PCT	IE				TOTAL
006		1	0	1		
	0	1	2	1	2	4
SINGLE		1	50.0	1	50.0	2.8
		1	15.6	1	15.6	
	1	1	8	1	109	117
MARRIED 1ST TIME		1	6.2	1	93.2	81.8
		1	61.5	1	83.8	
	2	1	1	1	18	19
REMARIED (DIV)		1	5.3	1	94.7	13.3
		1	7.7	1	13.8	
	3	1	1	1	1	1
REMARIED (WID)		1	100.0	1	1	.7
		1	7.7	1		
	4	1	1	1	1	1
LEGALLY SEP		1	100.0	1	1	.7
		1	7.7	1		
	6	1	1	1	1	1
DIVORCED		1	1	1	100.0	.7
		1		1	8	
			13		130	143
COLUMN			9.1		90.9	100.0
TOTAL						

<u>CHI-SQUARE</u>	<u>D.F.</u>	<u>SIGNIFICANCE</u>	<u>MIN. P.F.</u>	<u>CELLS WITH P.F. < .5</u>
20.25565	5	0.0000	0.091	9 OF 12 (75.0%)

<u>STATISTIC</u>	<u>VALUE</u>	<u>SIGNIFICANCE</u>
CRAMER'S V	0.45231	

009 YEARS TO STAY BY 009 HIGHEST EXPECTED BANK

009									
	COUNT	I							
	ROW	PCT	ILTC	COL	BG	MG	LTG	GEN	ROW
	COL	PCT	I						TOTAL
009			I	01	11	21	31	41	51
			I						
20-21 YEARS	1		I	2	I	I	I	I	2
			I	100.0	I	I	I	I	1.4
			I	100.0	I	I	I	I	
			I						
22-23 YEARS	2		I	4	I	I	I	I	4
			I	100.0	I	I	I	I	2.8
			I	3.2	I	I	I	I	
			I						
24-25 YEARS	3		I	20	I	2	1	I	23
			I	87.0	I	8.7	4.3	I	16.2
			I	18.5	I	18.2	5.3	I	
			I						
26-27 YEARS	4		I	34	I	3	I	I	37
			I	91.9	I	8.1	I	I	26.1
			I	31.5	I	27.3	I	I	
			I						
28-29 YEARS	5		I	7	I	I	1	I	8
			I	87.5	I	I	12.5	I	5.6
			I	6.5	I	I	5.3	I	
			I						
30 YEARS	6		I	40	I	5	7	I	52
			I	76.9	I	9.6	13.5	I	36.6
			I	37.0	I	45.5	36.8	I	
			I						
OVER 30 YEARS	7		I	3	I	1	10	I	16
			I	18.8	I	6.3	62.5	I	6.3
			I	2.8	I	8.1	52.6	I	11.3
			I						
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CHI-SQUARE D.F. SIGNIFICANCE MIN.E.E. CELLS WITH E.E.S.S.
203.61376 30 0. 0.014 36 OF 42 (85.7%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.53552

STUDENT RESEARCH CONF - LTR ROSS

FAIRPLAY ACTIVELY

ANALYSIS NUMBER 1 LISTWISE DELETION OF CASES WITH MISSING VALUES

	MEAN	STN REV	LABEL
012	1.16176	.78145	MIL LIFE AS EXPECTED
013	1.22706	.94586	UNITS PROG EFFECTIVE
014	.50735	.57050	ENJOY MILITARY CAREER
015	.70598	.73140	FAM PROG IMPORTANT
016	2.33088	1.28755	PLANNED TO SAILOR
017	1.83098	1.28588	ARMY COMES FIRST
018	.52041	.51555	DOING SOMETHING USEFUL
019	1.54412	1.09455	UNIT PROG EFFECTIVE
020	1.75735	1.07735	FAMILY SECURE IN ARMY
021	2.94953	.88078	FAM PROG- MY STAYING
022	1.16765	.84150	FAMILY LIVES THE ARMY
023	1.11020	.79578	COMMITTED TO ARMY
024	1.72706	.72025	ABLE TO PLAN MY LIFE.
025	1.45558	.70455	OPPORTUNITY TO TRAVEL
026	2.78676	1.16444	FOUR OPPORTUNITY
027	3.54412	.92423	OWN A HOME
028	2.60118	1.78458	COMMUNITY INVOLVEMENT
029	1.27041	1.77878	CONJUNTY LIVING
030	1.30706	1.04295	UNIT THAT'S CONCERNED
031	2.66176	.90048	SERVICES OFF POST
032	1.72706	1.25722	ADEQUATE PAY
033	.69119	.71507	FEELING OF PATRIOTISM
034	2.45588	1.25236	GOV HOUSING AVAILABLE
035	3.14706	1.00022	CHILD CARE AVAILABLE
036	3.06618	.32770	SERVICES BY ACS
037	2.58324	1.18008	SERVICES BY CHAPLAINCY
038	1.72706	1.24210	MEDICAL/DENTAL CARE
039	2.56618	1.25720	CHAMPUS
040	.61765	.84117	ADJOINT TO COMMAND
041	3.17647	.85045	TIME AWAY FROM FAM
042	3.84550	.87780	UNACCOMPANIED TRIPS
043	3.20412	.94431	UNDESIRABLE POSTS
044	2.19020	1.17172	POVS FITNESS CENTERS
045	.42447	.45129	IMPORT OF WHAT I DO
046	.53676	.64564	SERVE WITH SOLDIERS
047	1.56176	1.18020	FAMILY CARE SERVICES
048	1.70412	1.08045	BY SERVICES
049	.80992	.74512	RETIREMENT SYSTEM
050	.43382	.41707	SATISFIED WITH MY JOB
051	.72706	.72005	IMPORTANCE OF MIL
052	1.03676	.85700	OPPORTUNITY FOR PERSONAL

VIEWED OF CASES = 134

F A C T O R A N A L Y S I S

CORRELATION MATRIX:

	012	013	014	015	016	017	018	019	020	021	022	023	024
012	1.00000												
013	.18633	1.00000											
014	-.02800	.20807	1.00000										
015	.09681	.11554	.12015	1.00000									
016	.24102	.24817	.24817	.02570	1.00000								
017	.04122	.24807	.24807	-.02570	.18633	1.00000							
018	.04326	.24154	.24154	.02570	.18633	.18633	1.00000						
019	.06054	.58051	.58051	.02570	.18633	.18633	.18633	1.00000					
020	.21061	.15626	.15626	.02570	.18633	.18633	.18633	.18633	1.00000				
021	.11823	.08080	.08080	.02570	.18633	.18633	.18633	.18633	.18633	1.00000			
022	.13416	.18775	.18775	.02570	.18633	.18633	.18633	.18633	.18633	.18633	1.00000		
023	.11540	.21780	.21780	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	1.00000	
024	.38850	.11073	.11073	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	1.00000
025	.01707	-.00002	-.00002	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
026	-.01084	.02061	.02061	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
027	.12683	.07220	.07220	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
028	.01641	.02553	.02553	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
029	.00801	.02382	.02382	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
030	.13611	.13520	.13520	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
031	.15734	.01159	.01159	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
032	.00158	.16677	.16677	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
033	-.08226	.01532	.01532	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
034	.06700	.13661	.13661	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
035	.18731	.08704	.08704	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
036	.18567	.02668	.02668	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
037	.17382	.05355	.05355	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
038	.21123	.02331	.02331	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
039	.16006	.08876	.08876	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
040	-.00647	-.00131	-.00131	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
041	.06746	.01344	.01344	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
042	.06975	.01568	.01568	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
043	-.10633	.02001	.02001	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
044	.06127	.02076	.02076	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
045	.02054	.02554	.02554	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
046	-.02576	.01174	.01174	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
047	.17146	.01085	.01085	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
048	.21342	.00584	.00584	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
049	.18938	.02076	.02076	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
050	.02327	-.07557	-.07557	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
051	-.01100	.02041	.02041	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633
052	.12971	-.02482	-.02482	.02570	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633	.18633

F A C T O R A N A L Y S I S

	024	025	026	027	028	029	030	031	032	033	034	035
024	1.00000											
025	03205	1.00000										
026	11725	38301	1.00000									
027	21601	42601	42601	1.00000								
028	06600	06605	25050	25050	1.00000							
029	06655	06655	50600	50600	50600	1.00000						
030	07452	17452	31602	31602	31602	31602	1.00000					
031	20560	71120	05056	05056	05056	05056	05056	1.00000				
032	05622	00130	12632	12632	12632	12632	12632	12632	1.00000			
033	01705	01705	18722	18722	18722	18722	18722	18722	18722	1.00000		
034	08475	08475	37057	37057	37057	37057	37057	37057	37057	37057	1.00000	
035	05531	10104	30476	30476	30476	30476	30476	30476	30476	30476	30476	1.00000
036	11600	10666	26200	26200	26200	26200	26200	26200	26200	26200	26200	26200
037	13293	13293	10105	10105	10105	10105	10105	10105	10105	10105	10105	10105
038	19327	72208	26411	26411	26411	26411	26411	26411	26411	26411	26411	26411
039	00140	00140	05066	05066	05066	05066	05066	05066	05066	05066	05066	05066
040	10709	00192	32666	32666	32666	32666	32666	32666	32666	32666	32666	32666
041	13077	25642	27052	27052	27052	27052	27052	27052	27052	27052	27052	27052
042	05162	12634	26171	26171	26171	26171	26171	26171	26171	26171	26171	26171
043	03845	07602	16681	16681	16681	16681	16681	16681	16681	16681	16681	16681
044	03162	14080	12554	12554	12554	12554	12554	12554	12554	12554	12554	12554
045	00371	17622	07622	07622	07622	07622	07622	07622	07622	07622	07622	07622
046	00629	15551	04601	04601	04601	04601	04601	04601	04601	04601	04601	04601
047	11021	10722	10100	10100	10100	10100	10100	10100	10100	10100	10100	10100
048	21233	11760	22024	22024	22024	22024	22024	22024	22024	22024	22024	22024
049	03664	18274	18274	18274	18274	18274	18274	18274	18274	18274	18274	18274
050	01364	20046	06628	06628	06628	06628	06628	06628	06628	06628	06628	06628
051	23605	12404	10512	10512	10512	10512	10512	10512	10512	10512	10512	10512

	036	037	038	039	040	041	042	043	044	045	046	047
036	1.00000											
037	54768	1.00000										
038	33216	25323	1.00000									
039	27168	30072	52616	1.00000								
040	02204	18370	75768	75768	1.00000							
041	34035	40680	01884	01884	01884	1.00000						
042	30016	20855	06807	06807	06807	06807	1.00000					
043	26090	20855	01512	01512	01512	01512	01512	1.00000				
044	43099	32304	32304	32304	32304	32304	32304	32304	1.00000			
045	14634	01012	01004	01004	01004	01004	01004	01004	01004	1.00000		
046	08274	25323	02004	02004	02004	02004	02004	02004	02004	02004	1.00000	
047	28274	25323	02004	02004	02004	02004	02004	02004	02004	02004	02004	1.00000
048	31024	20308	47666	47666	47666	47666	47666	47666	47666	47666	47666	47666
049	10620	07564	75666	75666	75666	75666	75666	75666	75666	75666	75666	75666

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STUDENT RESEARCH PROJECT - LTC PACS

FACTORS ANALYSIS

	034	037	038	039	041	042	043	044	045	047
034	1.00000									
037	.31677	1.00000								
038	.10079	.25561	1.00000							
039	.24103	.17680	.46017	1.00000						
041	.30402	.30773	.30526	.30333	1.00000					

	049	049	050	051	052	053	054	055	056	057
049	1.00000									
050	.31677	1.00000								
051	.10079	.25561	1.00000							
052	.24103	.17680	.46017	1.00000						
053	.30402	.30773	.30526	.30333	1.00000					

WARNING: 11302
STATE CORRELATION MATRIX IS FULL-CONDITIONED.

DETERMINANT OF CORRELATION MATRIX = .00000000

INVERSE OF CORRELATION MATRIX:

	012	013	014	015	016	017	018	019	020
012	1.55717								
013	-.28902	2.88800							
014	-.07427	-.50041	3.66572						
015	-.05400	-.20217	.38450	1.53824					
016	-.32014	-.50824	.38450	.17017	1.77508				
017	.07303	.11002	-.13072	-.10353	-.40521	1.51820			
018	.02488	-.14175	.03315	-.21143	.17674	-.12378	.33876		
019	-.04639	.16761	-.14695	.07802	-.35031	-.45005	.10033		
020	-.04000	-.10371	.07562	.16051	.17674	-.07350	.12228	.23808	
021	-.14206	-.04089	-.04849	.16051	.17674	-.07350	.12228	.23808	
022	-.37560	.07677	.06027	.10520	.17674	-.07350	.12228	.23808	
023	-.00760	.07677	.06027	.10520	.17674	-.07350	.12228	.23808	
024	-.33578	-.01609	-.08402	.10520	.17674	-.07350	.12228	.23808	
025	-.00350	.26705	.34073	.10520	.17674	-.07350	.12228	.23808	
026	-.02045	.17506	.43233	.10520	.17674	-.07350	.12228	.23808	
027	-.12263	.38753	.38469	.10520	.17674	-.07350	.12228	.23808	
028	-.00350	-.02650	-.24610	.10520	.17674	-.07350	.12228	.23808	
029	-.00635	.30137	-.10267	.10520	.17674	-.07350	.12228	.23808	

F A C T O R A N A L Y S I S

	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
322	-0.3302	0.3357	0.2205	-0.0045	0.25172	0.1760	0.3117	-0.2048	0.320
323	-0.16247	0.07711	-0.0201	-0.0433	0.36889	-0.16187	-0.10834	-0.20528	-0.1928
324	-0.2342	0.2611	0.2109	-0.0276	0.02727	0.02860	0.08456	0.2027	-0.22828
325	-0.20267	0.22231	0.2628	-0.0573	0.2079	0.12523	0.0857	-0.2427	-0.16381
326	-0.10216	0.20760	-0.41054	0.00145	-0.46021	0.03526	0.70281	0.06585	0.18066
327	-0.29866	0.58878	0.35180	0.03467	0.01287	0.00127	0.56580	0.41200	0.12268
328	0.14945	-0.1032	-0.20412	-0.22020	0.04620	-0.05035	0.01259	0.16363	-0.10365
329	0.11950	-0.11950	0.20785	0.22315	0.13130	-0.10005	0.17186	0.12745	0.11988
330	-0.17404	0.35021	0.37040	-0.42628	-0.11164	-0.12205	0.09230	-0.25587	0.22366
331	-0.04100	-0.85806	-0.40143	0.30812	0.37563	0.26170	0.66210	0.50520	0.07830
332	-0.33667	0.70942	-0.10863	-0.23534	-0.35557	-0.43185	0.15280	-0.45207	-0.5710
333	-0.6075	0.25593	0.15311	0.10884	0.0326	0.22143	-0.15882	0.68175	-0.10874
334	0.11316	0.26165	0.14862	-0.03357	0.10050	0.07338	0.16258	0.21438	0.12754
335	-0.2436	-0.18468	0.11872	0.20220	0.20307	0.24663	0.02519	0.62770	0.07864
336	0.12864	0.15611	0.45805	0.34022	0.18380	0.03216	0.51000	-0.03882	-0.20750
337	-0.0680	0.28769	-0.31215	-0.00835	-0.2718	0.16223	0.68765	0.38215	-0.07004
338	0.12564	-0.35146	0.36370	0.40071	0.35352	0.67078	-0.55201	0.38080	0.33830
339	-0.06903	0.27183	0.11200	-0.11447	-0.21201	0.10709	0.00076	0.10765	0.00208
340	-0.05690	0.32738	0.57549	-0.12772	0.17008	-0.23810	-0.03842	0.36853	0.30792
341	-0.03215	-0.13207	-0.20677	0.0551	0.02296	-0.08808	-0.35225	0.07101	-0.32814
342	-0.08183	0.04651	-0.16518	0.05774	0.00211	0.25757	-0.18041	0.00604	-0.11564
343	0.84831	0.08177	2.51720	1.02806	2.33030	2.02888	2.51845	2.18028	2.57197
344	-0.27637	0.55139	-0.24804	-0.0587	0.34214	0.21430	-0.26526	0.21517	-0.36524
345	-0.16962	0.53228	0.57087	-0.1155	-0.0623	0.26005	0.0076	0.2707	-0.78410
346	0.07013	0.07207	0.27068	-0.17810	0.0056	-0.3860	0.0075	0.07825	-0.19777
347	-0.34366	-0.10302	0.34200	0.0703	0.0056	0.2772	0.00145	0.07897	0.3076
348	-0.34840	0.1737	0.20365	0.05227	-0.44350	0.24610	0.00145	0.07825	0.3076
349	-0.2553	0.23350	-0.40615	0.0703	0.0056	0.2772	0.00145	0.07825	0.3076
350	0.2654	-0.0035	0.4743	0.0106	0.0056	0.2772	0.00145	0.07825	0.3076
351	-0.07063	0.28985	0.52630	-0.26527	0.0056	0.2772	0.00145	0.07825	0.3076
352	-0.25204	0.18748	0.01030	0.0078	0.0056	0.2772	0.00145	0.07825	0.3076
353	0.28102	0.02570	0.23053	0.03035	0.0056	0.2772	0.00145	0.07825	0.3076
354	-0.10005	0.00307	0.5060	0.0147	0.0056	0.2772	0.00145	0.07825	0.3076
355	-0.0420	0.53075	0.27471	-0.22010	0.0056	0.2772	0.00145	0.07825	0.3076
356	0.00840	0.30035	0.0007	0.43282	0.0056	0.2772	0.00145	0.07825	0.3076
357	-0.10388	0.18225	0.28450	-0.00557	0.0056	0.2772	0.00145	0.07825	0.3076
358	0.1763	-0.18288	0.7344	0.10071	-0.27478	0.16734	0.20445	0.00205	0.07825
359	-0.43000	0.18600	0.5056	-0.41267	0.14000	0.2705	0.12043	0.00205	0.07825
360	0.20720	0.17404	0.5056	-0.11504	-0.22270	0.20807	0.12043	0.00205	0.07825
361	-0.25015	-0.15864	0.23015	0.22027	-0.12307	0.26253	0.00205	0.07825	0.3076
362	0.13100	0.22275	0.60743	-0.20314	0.27335	-0.11670	-0.30621	0.00205	0.07825

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STUDENT RESEARCH PROJECT - LTC ROSE

FACTORS ANALYSIS

	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
Q10	1.0000										
Q11	-.0000	1.0000									
Q12	-.0000	-.0000	1.0000								
Q13	-.0000	-.0000	-.0000	1.0000							
Q14	-.0000	-.0000	-.0000	-.0000	1.0000						
Q15	-.0000	-.0000	-.0000	-.0000	-.0000	1.0000					
Q16	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	1.0000				
Q17	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	1.0000			
Q18	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	1.0000		
Q19	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	1.0000	
Q20	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	1.0000

Q10

Q11

Q12

Q13

Q14

Q15

Q10	1.0000
Q11	-.0000
Q12	-.0000
Q13	-.0000
Q14	-.0000
Q15	-.0000
Q16	-.0000
Q17	-.0000
Q18	-.0000
Q19	-.0000
Q20	-.0000

CRITERION-MEYER-OLKIN MEASURE OF SAMPLING FREQUENCY = .40000

SPHERICITY TEST OF SPHERICITY = .2615, 1977, SIGNIFICANCE = .00000

THERE ARE 10 (6.7%) OFF-DIAGONAL ELEMENTS OF AIC MATRIX > .00

ANTI-IMAGE COVARIANCE MATRIX:

	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20	Q21	Q22
Q12	1.0000										
Q13	-.0000	1.0000									
Q14	-.0000	-.0000	1.0000								
Q15	-.0000	-.0000	-.0000	1.0000							
Q16	-.0000	-.0000	-.0000	-.0000	1.0000						
Q17	-.0000	-.0000	-.0000	-.0000	-.0000	1.0000					
Q18	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	1.0000				
Q19	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	1.0000			
Q20	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	1.0000		
Q21	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	1.0000	
Q22	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	-.0000	1.0000

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330	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	00614	0061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[illegible]

	021	222	223	224	225	226	227	228	229
389	-	00077	06784	-	00215	08667	07808	01054	01607
390	-	00479	00539	02364	05558	00866	06023	-	00700
391	-	03009	01716	03264	01587	02001	02777	00888	02688
392	-	01476	03684	04287	06605	06000	01170	00188	02010
393	-	00907	00486	01353	02264	08276	06165	00512	01998
394	-	00594	00728	00250	01585	00510	01876	00362	02815
395	-	00115	00464	01228	06460	02534	02288	00870	00568
396	-	00364	00950	04772	06289	04585	01872	00551	00701
397	-	04280	01636	02805	01607	00700	01701	00564	00620
398	-	01272	01645	003215	00502	003215	00026	00685	01926
399	-	04505	06682	08902	06676	02611	02611	00685	03716
400	-	08418	06325	07255	02002	07255	02611	00741	03696
401	-	01032	04903	01641	03632	01641	01960	00741	03700
402	-	00242	00881	05161	00838	05161	00322	00384	03700
				00838	00018	05161	00322	007185	03526

[illegible]

STUDENT RESPONSE PROJECT - LTR PACE

	Q24	Q25	Q26	Q27	Q28	Q29	Q30	Q31	Q32	Q33	Q34	Q35
Q1	0.6362	0.5804	0.5845	0.6168	0.6221	0.6455	0.6725	0.6807	0.6923	0.7007	0.7124	0.7268
Q2	0.5246	0.4445	0.4402	0.4152	0.4019	0.3822	0.3640	0.3470	0.3319	0.3180	0.3047	0.2910
Q3	0.0384	0.1417	0.0407	0.0481	0.1072	0.0857	0.2040	0.0567	0.0670	0.0558	0.0464	0.0361
Q4	0.0556	0.0618	0.0577	0.0581	0.0808	0.0805	0.0706	0.0560	0.0514	0.0450	0.0395	0.0340
Q5	0.0577	0.0787	0.0744	0.0785	0.0941	0.0937	0.1008	0.0874	0.0812	0.0748	0.0685	0.0620
Q6	0.1722	0.1027	0.0844	0.0890	0.0861	0.1676	0.1274	0.1642	0.1701	0.1532	0.1452	0.1372
Q7	0.1095	0.0825	0.0822	0.0867	0.1071	0.1658	0.0605	0.0747	0.0784	0.0718	0.0654	0.0590
Q8	0.1386	0.0785	0.0718	0.0724	0.0771	0.1656	0.0808	0.0747	0.0784	0.0718	0.0654	0.0590
Q9	0.1478	0.1174	0.0822	0.0771	0.1470	0.1837	0.0468	0.0468	0.0468	0.0468	0.0468	0.0468
Q10	0.7351	0.7150	0.7125	0.7100	0.7080	0.7060	0.7040	0.7020	0.7000	0.6980	0.6960	0.6940
Q11	0.0453	0.0418	0.0412	0.0407	0.0402	0.0397	0.0392	0.0387	0.0382	0.0377	0.0372	0.0367
Q12	0.1035	0.1015	0.1012	0.1007	0.1002	0.0997	0.0992	0.0987	0.0982	0.0977	0.0972	0.0967
Q13	0.1121	0.1102	0.1097	0.1092	0.1087	0.1082	0.1077	0.1072	0.1067	0.1062	0.1057	0.1052
Q14	0.1615	0.1597	0.1592	0.1587	0.1582	0.1577	0.1572	0.1567	0.1562	0.1557	0.1552	0.1547
Q15	0.0676	0.0658	0.0652	0.0647	0.0642	0.0637	0.0632	0.0627	0.0622	0.0617	0.0612	0.0607
Q16	0.0405	0.0387	0.0382	0.0377	0.0372	0.0367	0.0362	0.0357	0.0352	0.0347	0.0342	0.0337
Q17	0.1565	0.1547	0.1542	0.1537	0.1532	0.1527	0.1522	0.1517	0.1512	0.1507	0.1502	0.1497
Q18	0.0770	0.0752	0.0747	0.0742	0.0737	0.0732	0.0727	0.0722	0.0717	0.0712	0.0707	0.0702
Q19	0.0935	0.0917	0.0912	0.0907	0.0902	0.0897	0.0892	0.0887	0.0882	0.0877	0.0872	0.0867
Q20	0.1168	0.1150	0.1145	0.1140	0.1135	0.1130	0.1125	0.1120	0.1115	0.1110	0.1105	0.1100
Q21	0.0533	0.0515	0.0510	0.0505	0.0500	0.0495	0.0490	0.0485	0.0480	0.0475	0.0470	0.0465
Q22	0.0788	0.0770	0.0765	0.0760	0.0755	0.0750	0.0745	0.0740	0.0735	0.0730	0.0725	0.0720
Q23	0.0731	0.0713	0.0708	0.0703	0.0698	0.0693	0.0688	0.0683	0.0678	0.0673	0.0668	0.0663
Q24	0.0774	0.0756	0.0751	0.0746	0.0741	0.0736	0.0731	0.0726	0.0721	0.0716	0.0711	0.0706
Q25	0.1779	0.1578	0.1408	0.1403	0.1398	0.1393	0.1388	0.1383	0.1378	0.1373	0.1368	0.1363

WEAVER OF SAMPLING FREQUENCY (MSB) ARE POINTED ON THE ORIGINAL.

FACTORS ANALYSIS

CORRELATION SIGNIFICANCE MATRIX:

1. 1 IS PRINTED FOR DIAGONAL ELEMENTS.

	012	013	014	015	016	017	018	019	020
012	.01402								
013	.49668	.00027							
014	.13110	.00027	.00076						
015	.00235	.00027	.00052	.00260					
016	.31689	.00027	.00030	.00030	.00030				
017	.30850	.00027	.00030	.00030	.00030	.00030			
018	.21057	.00027	.00030	.00030	.00030	.00030	.00030		
019	.00510	.00027	.00030	.00030	.00030	.00030	.00030	.00030	
020	.00420	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
021	.00430	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
022	.00020	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
023	.00020	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
024	.00020	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
025	.42134	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
026	.45016	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
027	.00020	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
028	.42481	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
029	.46311	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
030	.00020	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
031	.00020	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
032	.14447	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
033	.17051	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
034	.21610	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
035	.00020	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
036	.00020	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
037	.00020	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
038	.00020	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
039	.00020	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
040	.47019	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
041	.21760	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
042	.28250	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
043	.16304	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
044	.47019	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
045	.47437	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
046	.47437	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
047	.47437	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
048	.47437	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
049	.47437	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
050	.47437	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
051	.47437	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030
052	.47437	.00027	.00030	.00030	.00030	.00030	.00030	.00030	.00030

F A C T O R A N A L Y S I S

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25 SEP 84 BREAKDOWN
STUDENT RESPONSE OBJECT - LTC ROSS

----- FACTOR ANALYSIS -----

EXTRACTION 1 FOR ANALYSIS 1, PRINCIPAL AXIS FACTORING (DEE)

>WARNING 11304

>THE FULL-CONDITIONED CORRELATION MATRIX MAY PRODUCE UNUSABLE RESULTS.

>WARNING 11306

>SQUARED MULTIPLE CORRELATIONS CANNOT BE FOUND... THE INITIAL ESTIMATE OF
>COMMUNITIES IS THE MAXIMUM OFF-DIAGONAL ELEMENT OF THE CORRELATION MATRIX.

INITIAL STATISTICS:

VARIABLE	COMMUNITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
01	.38952	1	4.63522	15.2	14.2
02	.58051	2	4.48417	14.6	27.6
03	.58151	3	3.22080	7.9	35.5
04	.26578	4	2.20012	5.4	41.1
05	.25233	5	1.80052	4.4	45.5
06	.27386	6	1.49054	4.1	49.7
07	.58151	7	1.56917	3.8	53.6
08	.58951	8	1.42105	3.5	56.0
09	.33850	9	1.37267	3.3	59.2
10	.33141	10	1.26355	3.1	62.3
11	.46471	11	1.17843	2.9	66.2
12	.46471	12	1.03741	2.5	68.7
13	.38852	13	1.07521	2.6	71.2
14	.50420	14	.02838	2.3	73.5
15	.62401	15	.04155	2.2	75.7
16	.51158	16	.87205	2.1	77.0
17	.62401	17	.82532	2.7	79.0
18	.50402	18	.71611	1.7	81.6
19	.38681	19	.60060	1.5	83.1
20	.47203	20	.56068	1.4	84.5
21	.41782	21	.56015	1.3	85.8
22	.50756	22	.50270	1.3	87.0
23	.46010	23	.50024	1.2	88.2
24	.76208	24	.45022	1.1	89.3
25	.76208	25	.43568	1.1	90.4
26	.54718	26	.41756	1.0	91.4
27	.53616	27	.38127	.9	92.4
28	.53616	28	.37112	.9	93.2
29	.50282	29	.36161	.8	94.1

25 FEB 84 RESEARCH STUDENT RESEARCH PROJECT - LTR ROSE

FACTOR ANALYSIS

Variable	Communality	Factor	Eigenvalue	Pct of Var	Cum Pct
1	.77866	10	.33220	.0	04.0
2	.77866	11	.30061	.7	05.6
3	.75593	12	.27064	.7	06.3
4	.64732	13	.25134	.6	06.9
5	.73627	14	.26703	.6	07.5
6	.50574	15	.21662	.5	08.1
7	.88752	16	.20811	.5	08.6
8	.88752	17	.17130	.4	09.0
9	.39772	18	.13662	.3	09.3
10	.73627	19	.11416	.3	09.6
11	.46012	20	.00270	.2	09.8
12	.41411	21	.06915	.2	100.0

25 PER 94 REFERENCE
STUDENT RESEARCH PROJECT - LTC ROSS

FACT 00 AMBIVSIC

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25 FEB 64 QPEAKMMUN
STUDENT RESEARCH PROJECT - LTC DACC
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1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100

DAF ATTEMPTED TO EXTRACT 13 FACTORS.

WAS THEN 25 ITERATIONS REQUIRED. CONVERGENCE = .00517

FACTOR MATRIX:

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8
34	.45400							
35	.61464							
36	.60700							
37	.59068							
38	.58480							
39	.57310							
40	.52305							
41	.51132							
42	.50114							
43	.50018							

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	FACTOR 7	FACTOR 8
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325 320 315 310 305 300 295 290 285 280 275 270 265 260 255 250 245 240 235 230 225 220 215 210 205 200 195 190 185 180 175 170 165 160 155 150 145 140 135 130 125 120 115 110 105 100 95 90 85 80 75 70 65 60 55 50 45 40 35 30 25 20 15 10 5 0

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STUDENT RESEARCH PROJECT - LTC ROSE

FACTOR 1 FACTOR 2 FACTOR 3 FACTOR 4 FACTOR 5 FACTOR 6 FACTOR 7 FACTOR 8 FACTOR 9 FACTOR 10 FACTOR 11 FACTOR 12 FACTOR 13 FACTOR 14

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FINAL STATISTICS:

VARIABLE	COMMUNALITY	FACTOR	EIGENVALUE	PCT OF VAR	CUM PCT
312	.33806	1	6.26092	15.2	15.2
313	.97529	2	4.33660	10.4	25.6
314	.85832	3	2.87794	7.0	32.6
315	.41688	4	1.02570	2.5	35.1
316	.47576	5	1.45674	3.6	38.7
317	.47005	6	1.32022	3.2	41.9
318	.44658	7	1.18602	2.9	44.8
319	.45535	8	1.03022	2.5	47.3
320	.39018	9	.91036	2.2	49.5
321	.45321	10	.84834	2.1	51.6
322	.63342	11	.72450	1.8	53.4
323	.61573	12	.60839	1.5	54.9
324	.50048	13	.55141	1.3	56.2
325	.75750				
326	.52502				
327	.50702				
328	.52566				
329	.64155				
330	.51910				
331	.45170				
332	.42210				
333	.37627				
334	.41542				
335	.43677				
336	.49522				
337	.71074				
338	.52777				
339	.56222				

25 SEC 84 BREAKDOWN

STUDENT RESEARCH OBJECT - LTR 0000

FACTORS ANALYSIS

VARIABLE COMMUNALITY FACTOR EIGENVALUE PCT OF VAR SUM PCT

312 .65487
361 .74894
362 .80453
363 .80040
364 .60832
365 .80332
366 .64445
367 .88448
368 .82477
369 .57431
370 .67264
371 .39271
372 .54135

RECOMMENDED CORRELATION MATRIX:

	312	313	314	315	316	317	318	319	320
312	.33804								
313	-.20127	.33804							
314	-.00771	-.20204	.33804						
315	.11214	.10103	.12534	.33804					
316	.19833	.28000	.19833	.19833	.33804				
317	.05238	.20082	.02650	.02650	.02650	.33804			
318	.05787	.27570	.52637	.00100	.17410	.17410	.33804		
319	.11545	.54618	.16120	.02515	.26737	.15020	.15020	.33804	
320	.24640	.14019	.11302	.01005	.11302	.11302	.11302	.11302	.33804
321	.13542	.12805	.17220	.04743	.14000	.04162	.04162	.04162	.04162
322	.12054	.20631	.24306	.20640	.02752	.08211	.27362	.27362	.27362
323	.09329	.00350	.25170	.16724	.19800	.10252	.32010	.32010	.32010
324	.34901	.12257	.16047	.10022	.15377	.06585	.17172	.17172	.17172
325	.03037	.11531	.09605	.00524	.12274	.07000	.12710	.12710	.12710
326	.05340	.03270	.01824	.00134	.14447	.01005	.12480	.12480	.12480
327	.11045	.00800	.01543	.00605	.02020	.02020	.08004	.08004	.08004
328	.03329	.00504	.02041	.00277	.03052	.01656	.13272	.13272	.13272
329	.00306	.00370	.12804	.08022	.14040	.00340	.13272	.13272	.13272
330	.10404	.30127	.12272	.15022	.15534	.02704	.22660	.22660	.22660
331	.18004	.00305	.01762	.00004	.12022	.00004	.04350	.04350	.04350
332	.11221	.15708	.06022	.00452	.10025	.00004	.16452	.16452	.16452
333	.00294	.15600	.00000	.00000	.15252	.00000	.07570	.07570	.07570
334	.12845	.15600	.00000	.00000	.06502	.00000	.00000	.00000	.00000
335	.17850	.08500	.00000	.00000	.10141	.00000	.08530	.08530	.08530
336	.16541	.00000	.00000	.00000	.00000	.00000	.00000	.00000	.00000
337	.14170	.06534	.00000	.00000	.00000	.00000	.00000	.00000	.00000
338	.10004	.00178	.00000	.00000	.00000	.00000	.00000	.00000	.00000

25 FEB 84 ORGANIZATIONAL PROJECT - LTC ROSE

F A S T O D A M B I V S I C

	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
310	017134	018605	010448	010511	017247	017551	011880	010645	015521
311	017020	017170	010900	010423	010834	010421	010757	010755	010755
312	016990	017271	010779	010423	010834	010421	010757	010755	010755
313	017020	017170	010900	010423	010834	010421	010757	010755	010755
314	017134	018605	010448	010511	017247	017551	011880	010645	015521
315	017020	017170	010900	010423	010834	010421	010757	010755	010755
316	016990	017271	010779	010423	010834	010421	010757	010755	010755
317	017020	017170	010900	010423	010834	010421	010757	010755	010755
318	017134	018605	010448	010511	017247	017551	011880	010645	015521
319	017020	017170	010900	010423	010834	010421	010757	010755	010755
320	016990	017271	010779	010423	010834	010421	010757	010755	010755
321	017020	017170	010900	010423	010834	010421	010757	010755	010755
322	017134	018605	010448	010511	017247	017551	011880	010645	015521
323	017020	017170	010900	010423	010834	010421	010757	010755	010755
324	016990	017271	010779	010423	010834	010421	010757	010755	010755
325	017020	017170	010900	010423	010834	010421	010757	010755	010755
326	017134	018605	010448	010511	017247	017551	011880	010645	015521
327	017020	017170	010900	010423	010834	010421	010757	010755	010755
328	016990	017271	010779	010423	010834	010421	010757	010755	010755
329	017020	017170	010900	010423	010834	010421	010757	010755	010755
330	017134	018605	010448	010511	017247	017551	011880	010645	015521

	Q21	Q22	Q23	Q24	Q25	Q26	Q27	Q28	Q29
310	011670	018645	010220	010248	011330	010644	010737	010737	010737
311	011905	018956	010270	010248	011330	010644	010737	010737	010737
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351	00206	00274	00105	00233	00140	00643	00502	00422	00588
352	00411	00431	00123	00200	00214	00717	00605	00488	00457
353	00430	00464	00133	00204	00105	00802	00570	00488	00457
354	00450	00478	00147	00207	00211	00908	00602	00502	00457
355	00460	00487	00154	00214	00215	00977	00608	00507	00457
356	00470	00497	00162	00221	00220	00988	00615	00514	00457
357	00483	00508	00170	00228	00228	00998	00622	00521	00457
358	00497	00522	00178	00235	00235	00998	00629	00528	00457
359	00507	00536	00186	00242	00242	00998	00636	00535	00457
360	00522	00550	00194	00249	00249	00998	00643	00542	00457
361	00536	00564	00202	00256	00256	00998	00650	00549	00457
362	00550	00578	00210	00263	00263	00998	00657	00556	00457

	030	031	032	033	034	035	036	037	038
363	00564	00588	00218	00270	00270	00998	00664	00564	00457
364	00578	00602	00226	00277	00277	00998	00671	00571	00457
365	00592	00616	00234	00284	00284	00998	00678	00578	00457
366	00606	00630	00242	00291	00291	00998	00685	00585	00457
367	00620	00644	00250	00298	00298	00998	00692	00592	00457
368	00634	00658	00258	00305	00305	00998	00699	00599	00457
369	00648	00672	00266	00312	00312	00998	00706	00606	00457
370	00662	00686	00274	00319	00319	00998	00713	00613	00457
371	00676	00700	00282	00326	00326	00998	00720	00620	00457
372	00690	00714	00290	00333	00333	00998	00727	00627	00457
373	00704	00728	00298	00340	00340	00998	00734	00634	00457
374	00718	00742	00306	00347	00347	00998	00741	00641	00457
375	00732	00756	00314	00354	00354	00998	00748	00648	00457
376	00746	00770	00322	00361	00361	00998	00755	00655	00457
377	00760	00784	00330	00368	00368	00998	00762	00662	00457
378	00774	00798	00338	00375	00375	00998	00769	00669	00457
379	00788	00812	00346	00382	00382	00998	00776	00676	00457
380	00802	00826	00354	00389	00389	00998	00783	00683	00457
381	00816	00840	00362	00396	00396	00998	00790	00690	00457
382	00830	00854	00370	00403	00403	00998	00797	00697	00457
383	00844	00868	00378	00410	00410	00998	00804	00704	00457
384	00858	00882	00386	00417	00417	00998	00811	00711	00457
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392	00970	00994	00450	00473	00473	00998	00867	00767	00457
393	00984	01008	00458	00480	00480	00998	00874	00774	00457
394	00998	01022	00466	00487	00487	00998	00881	00781	00457
395	01012	01036	00474	00494	00494	00998	00888	00788	00457
396	01026	01050	00482	00501	00501	00998	00895	00795	00457
397	01040	01064	00490	00508	00508	00998	00902	00802	00457
398	01054	01078	00498	00515	00515	00998	00909	00809	00457
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400	01082	01106	00514	00529	00529	00998	00923	00823	00457

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00140	00141	00142	00143	00144	00145	00146	00147	00148	00149	00150	00151	00152	00153	00154	00155	00156	00157	00158	00159	00160	00161	00162	00163	00164	00165	00166	00167	00168	00169	00170	00171	00172	00173	00174	00175	00176	00177	00178	00179	00180	00181	00182	00183	00184	00185	00186	00187	00188	00189	00190	00191	00192	00193	00194	00195	00196	00197	00198	00199	00200	00201	00202	00203	00204	00205	00206	00207	00208	00209	00210	00211	00212	00213	00214	00215	00216	00217	00218	00219	00220	00221	00222	00223	00224	00225	00226	00227	00228	00229	00230	00231	00232	00233	00234	00235	00236	00237	00238	00239	00240	00241	00242	00243	00244	00245	00246	00247	00248	00249	00250	00251	00252	00253	00254	00255	00256	00257	00258	00259	00260	00261	00262	00263	00264	00265	00266	00267	00268	00269	00270	00271	00272	00273	00274	00275	00276	00277	00278	00279	00280	00281	00282	00283	00284	00285	00286	00287	00288	00289	00290	00291	00292	00293	00294	00295	00296	00297	00298	00299	00300	00301	00302	00303	00304	00305	00306	00307	00308	00309	00310	00311	00312	00313	00314	00315	00316	00317	00318	00319	00320	00321	00322	00323	00324	00325	00326	00327	00328	00329	00330	00331	00332	00333	00334	00335	00336	00337	00338	00339	00340	00341	00342	00343	00344	00345	00346	00347	00348	00349	00350	00351	00352	00353	00354	00355	00356	00357	00358	00359	00360	00361	00362	00363	00364	00365	00366	00367	00368	00369	00370	00371	00372	00373	00374	00375	00376	00377	00378	00379	00380	00381	00382	00383	00384	00385	00386	00387	00388	00389	00390	00391	00392	00393	00394	00395	00396	00397	00398	00399	00400	00401	00402	00403	00404	00405	00406	00407	00408	00409	00410	00411	00412	00413	00414	00415	00416	00417	00418	00419	00420	00421	00422	00423	00424	00425	00426	00427	00428	00429	00430	00431	00432	00433	00434	00435	00436	00437	00438	00439	00440	00441	00442	00443	00444	00445	00446	00447	00448	00449	00450	00451	00452	00453	00454	00455	00456	00457	00458	00459	00460	00461	00462	00463	00464	00465	00466	00467	00468	00469	00470	00471	00472	00473	00474	00475	00476	00477	00478	00479	00480	00481	00482	00483	00484	00485	00486	00487	00488	00489	00490	00491	00492	00493	00494	00495	00496	00497	00498	00499	00500	00501	00502	00503	00504	00505	00506	00507	00508	00509	00510	00511	00512	00513	00514	00515	00516	00517	00518	00519	00520	00521	00522	00523	00524	00525	00526	00527	00528	00529	00530	00531	00532	00533	00534	00535	00536	00537	00538	00539	00540	00541	00542	00543	00544	00545	00546	00547	00548	00549	00550	00551	00552	00553	00554	00555	00556	00557	00558	00559	00560	00561	00562	00563	00564	00565	00566	00567	00568	00569	00570	00571	00572	00573	00574	00575	00576	00577	00578	00579	00580	00581	00582	00583	00584	00585	00586	00587	00588	00589	00590	00591	00592	00593	00594	00595	00596	00597	00598	00599	00600	00601	00602	00603	00604	00605	00606	00607	00608	00609	00610	00611	00612	00613	00614	00615	00616	00617	00618	00619	00620	00621	00622	00623	00624	00625	00626	00627	00628	00629	00630	00631	00632	00633	00634	00635	00636	00637	00638	00639	00640	00641	00642	00643	00644	00645	00646	00647	00648	00649	00650	00651	00652	00653	00654	00655	00656	00657	00658	00659	00660	00661	00662	00663	00664	00665	00666	00667	00668	00669	00670	00671	00672	00673	00674	00675	00676	00677	00678	00679	00680	00681	00682	00683	00684	00685	00686	00687	00688	00689	00690	00691	00692	00693	00694	00695	00696	00697	00698	00699	00700	00701	00702	00703	00704	00705	00706	00707	00708	00709	00710	00711	00712	00713	00714	00715	00716	00717	00718	00719	00720	00721	00722	00723	00724	00725	00726	00727	00728	00729	00730	00731	00732	00733	00734	00735	00736	00737	00738	00739	00740	00741	00742	00743	00744	00745	00746	00747	00748	00749	00750	00751	00752	00753	00754	00755	00756	00757	00758	00759	00760	00761	00762	00763	00764	00765	00766	00767	00768	00769	00770	00771	00772	00773	00774	00775	00776	00777	00778	00779	00780	00781	00782	00783	00784	00785	00786	00787	00788	00789	00790	00791	00792	00793	00794	00795	00796	00797	00798	00799	00800	00801	00802	00803	00804	00805	00806	00807	00808	00809	00810	00811	00812	00813	00814	00815	00816	00817	00818	00819	00820	00821	00822	00823	00824	00825	00826	00827	00828	00829	00830	00831	00832	00833	00834	00835	00836	00837	00838	00839	00840	00841	00842	00843	00844	00845	00846	00847	00848	00849	00850	00851	00852	00853	00854	00855	00856	00857	00858	00859	00860	00861	00862	00863	00864	00865	00866	00867	00868	00869	00870	00871	00872	00873	00874	00875	00876	00877	00878	00879	00880	00881	00882	00883	00884	00885	00886	00887	00888	00889	00890	00891	00892	00893	00894	00895	00896	00897	00898	00899	00900	00901	00902	00903	00904	00905	00906	00907	00908	00909	00910	00911	00912	00913	00914	00915	00916	00917	00918	00919	00920	00921	00922	00923	00924	00925	00926	00927	00928	00929	00930	00931	00932	00933	00934	00935	00936	00937	00938	00939	00940	00941	00942	00943	00944	00945	00946	00947	00948	00949	00950	00951	00952	00953	00954	00955	00956	00957	00958	00959	00960	00961	00962	00963	00964	00965	00966	00967	00968	00969	00970	00971	00972	00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STUDENT REFERENCE : LTR PASS

FACTOR ANALYSIS

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১২	১২৫০	১২৭৫	১২৮৫	১২৯৫	১৩০৫	১৩১৫
১৩	১৩৫০	১৩৭৫	১৩৮৫	১৩৯৫	১৪০৫	১৪১৫
১৪	১৪৫০	১৪৭৫	১৪৮৫	১৪৯৫	১৫০৫	১৫১৫
১৫	১৫৫০	১৫৭৫	১৫৮৫	১৫৯৫	১৬০৫	১৬১৫
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১৭	১৭৫০	১৭৭৫	১৭৮৫	১৭৯৫	১৮০৫	১৮১৫
১৮	১৮৫০	১৮৭৫	১৮৮৫	১৮৯৫	১৯০৫	১৯১৫
১৯	১৯৫০	১৯৭৫	১৯৮৫	১৯৯৫	২০০৫	২০১৫
২০	২০৫০	২০৭৫	২০৮৫	২০৯৫	২১০৫	২১১৫
২১	২১৫০	২১৭৫	২১৮৫	২১৯৫	২২০৫	২২১৫
২২	২২৫০	২২৭৫	২২৮৫	২২৯৫	২৩০৫	২৩১৫
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২৯	২৯৫০	২৯৭৫	২৯৮৫	২৯৯৫	৩০০৫	৩০১৫
৩০	৩০৫০	৩০৭৫	৩০৮৫	৩০৯৫	৩১০৫	৩১১৫
৩১	৩১৫০	৩১৭৫	৩১৮৫	৩১৯৫	৩২০৫	৩২১৫
৩২	৩২৫০	৩২৭৫	৩২৮৫	৩২৯৫	৩৩০৫	৩৩১৫
৩৩	৩৩৫০	৩৩৭৫	৩৩৮৫	৩৩৯৫	৩৪০৫	৩৪১৫
৩৪	৩৪৫০	৩৪৭৫	৩৪৮৫	৩৪৯৫	৩৫০৫	৩৫১৫
৩৫	৩৫৫০	৩৫৭৫	৩৫৮৫	৩৫৯৫	৩৬০৫	৩৬১৫
৩৬	৩৬৫০	৩৬৭৫	৩৬৮৫	৩৬৯৫	৩৭০৫	৩৭১৫
৩৭	৩৭৫০	৩৭৭৫	৩৭৮৫	৩৭৯৫	৩৮০৫	৩৮১৫
৩৮	৩৮৫০	৩৮৭৫	৩৮৮৫	৩৮৯৫	৩৯০৫	৩৯১৫
৩৯	৩৯৫০	৩৯৭৫	৩৯৮৫	৩৯৯৫	৪০০৫	৪০১৫
৪০	৪০৫০	৪০৭৫	৪০৮৫	৪০৯৫	৪১০৫	৪১১৫
৪১	৪১৫০	৪১৭৫	৪১৮৫	৪১৯৫	৪২০৫	৪২১৫
৪২	৪২৫০	৪২৭৫	৪২৮৫	৪২৯৫	৪৩০৫	৪৩১৫
৪৩	৪৩৫০	৪৩৭৫	৪৩৮৫	৪৩৯৫	৪৪০৫	৪৪১৫
৪৪	৪৪৫০	৪৪৭৫	৪৪৮৫	৪৪৯৫	৪৫০৫	৪৫১৫
৪৫	৪৫৫০	৪৫৭৫	৪৫৮৫	৪৫৯৫	৪৬০৫	৪৬১৫
৪৬	৪৬৫০	৪৬৭৫	৪৬৮৫	৪৬৯৫	৪৭০৫	৪৭১৫
৪৭	৪৭৫০	৪৭৭৫	৪৭৮৫	৪৭৯৫	৪৮০৫	৪৮১৫
৪৮	৪৮৫০	৪৮৭৫	৪৮৮৫	৪৮৯৫	৪৯০৫	৪৯১৫
৪৯	৪৯৫০	৪৯৭৫	৪৯৮৫	৪৯৯৫	৫০০৫	৫০১৫
৫০	৫০৫০	৫০৭৫	৫০৮৫	৫০৯৫	৫১০৫	৫১১৫
৫১	৫১৫০	৫১৭৫	৫১৮৫	৫১৯৫	৫২০৫	৫২১৫
৫২	৫২৫০	৫২৭৫	৫২৮৫	৫২৯৫	৫৩০৫	৫৩১৫
৫৩	৫৩৫০	৫৩৭৫	৫৩৮৫	৫৩৯৫	৫৪০৫	৫৪১৫
৫৪	৫৪৫০	৫৪৭৫	৫৪৮৫	৫৪৯৫	৫৫০৫	৫৫১৫
৫৫	৫৫৫০	৫৫৭৫	৫৫৮৫	৫৫৯৫	৫৬০৫	৫৬১৫
৫৬	৫৬৫০	৫৬৭৫	৫৬৮৫	৫৬৯৫	৫৭০৫	৫৭১৫
৫৭	৫৭৫০	৫৭৭৫	৫৭৮৫	৫৭৯৫	৫৮০৫	৫৮১৫
৫৮	৫৮৫০	৫৮৭৫	৫৮৮৫	৫৮৯৫	৫৯০৫	৫৯১৫
৫৯	৫৯৫০	৫৯৭৫	৫৯৮৫	৫৯৯৫	৬০০৫	৬০১৫
৬০	৬০৫০	৬০৭৫	৬০৮৫	৬০৯৫	৬১০৫	৬১১৫
৬১	৬১৫০	৬১৭৫	৬১৮৫	৬১৯৫	৬২০৫	৬২১৫
৬২	৬২৫০	৬২৭৫	৬২৮৫	৬২৯৫	৬৩০৫	৬৩১৫
৬৩	৬৩৫০	৬৩৭৫	৬৩৮৫	৬৩৯৫	৬৪০৫	৬৪১৫
৬৪	৬৪৫০	৬৪৭৫	৬৪৮৫	৬৪৯৫	৬৫০৫	৬৫১৫
৬৫	৬৫৫০	৬৫৭৫	৬৫৮৫	৬৫৯৫	৬৬০৫	৬৬১৫
৬৬	৬৬৫০	৬৬৭৫	৬৬৮৫	৬৬৯৫	৬৭০৫	৬৭১৫
৬৭	৬৭৫০	৬৭৭৫	৬৭৮৫	৬৭৯৫	৬৮০৫	৬৮১৫
৬৮	৬৮৫০	৬৮৭৫	৬৮৮৫	৬৮৯৫	৬৯০৫	৬৯১৫
৬৯	৬৯৫০	৬৯৭৫	৬৯৮৫	৬৯৯৫	৭০০৫	৭০১৫
৭০	৭০৫০	৭০৭৫	৭০৮৫	৭০৯৫	৭১০৫	৭১১৫
৭১	৭১৫০	৭১৭৫	৭১৮৫	৭১৯৫	৭২০৫	৭২১৫
৭২	৭২৫০	৭২৭৫	৭২৮৫	৭২৯৫	৭৩০৫	৭৩১৫
৭৩	৭৩৫০	৭৩৭৫	৭৩৮৫	৭৩৯৫	৭৪০৫	৭৪১৫
৭৪	৭৪৫০	৭৪৭৫	৭৪৮৫	৭৪৯৫	৭৫০৫	৭৫১৫
৭৫	৭৫৫০	৭৫৭৫	৭৫৮৫	৭৫৯৫	৭৬০৫	৭৬১৫
৭৬	৭৬৫০	৭৬৭৫	৭৬৮৫	৭৬৯৫	৭৭০৫	৭৭১৫
৭৭	৭৭৫০	৭৭৭৫	৭৭৮৫	৭৭৯৫	৭৮০৫	৭৮১৫
৭৮	৭৮৫০	৭৮৭৫	৭৮৮৫	৭৮৯৫	৭৯০৫	৭৯১৫
৭৯	৭৯৫০	৭৯৭৫	৭৯৮৫	৭৯৯৫	৮০০৫	৮০১৫
৮০	৮০৫০	৮০৭৫	৮০৮৫	৮০৯৫	৮১০৫	৮১১৫
৮১	৮১৫০	৮১৭৫	৮১৮৫	৮১৯৫	৮২০৫	৮২১৫
৮২	৮২৫০	৮২৭৫	৮২৮৫	৮২৯৫	৮৩০৫	৮৩১৫
৮৩	৮৩৫০	৮৩৭৫	৮৩৮৫	৮৩৯৫	৮৪০৫	৮৪১৫
৮৪	৮৪৫০	৮৪৭৫	৮৪৮৫	৮৪৯৫	৮৫০৫	৮৫১৫
৮৫	৮৫৫০	৮৫৭৫	৮৫৮৫	৮৫৯৫	৮৬০৫	৮৬১৫
৮৬	৮৬৫০	৮৬৭৫	৮৬৮৫	৮৬৯৫	৮৭০৫	৮৭১৫
৮৭	৮৭৫০	৮৭৭৫	৮৭৮৫	৮৭৯৫	৮৮০৫	৮৮১৫
৮৮	৮৮৫০	৮৮৭৫	৮৮৮৫	৮৮৯৫	৮৯০৫	৮৯১৫
৮৯	৮৯৫০	৮৯৭৫	৮৯৮৫	৮৯৯৫	৯০০৫	৯০১৫
৯০	৯০৫০	৯০৭৫	৯০৮৫	৯০৯৫	৯১০৫	৯১১৫
৯১	৯১৫০	৯১৭৫	৯১৮৫	৯১৯৫	৯২০৫	৯২১৫
৯২	৯২৫০	৯২৭৫	৯২৮৫	৯২৯৫	৯৩০৫	৯৩১৫
৯৩	৯৩৫০	৯৩৭৫	৯৩৮৫	৯৩৯৫	৯৪০৫	৯৪১৫
৯৪	৯৪৫০	৯৪৭৫	৯৪৮৫	৯৪৯৫	৯৫০৫	৯৫১৫
৯৫	৯৫৫০	৯৫৭৫	৯৫৮৫	৯৫৯৫	৯৬০৫	৯৬১৫
৯৬	৯৬৫০	৯৬৭৫	৯৬৮৫	৯৬৯৫	৯৭০৫	৯৭১৫
৯৭	৯৭৫০	৯৭৭৫	৯৭৮৫	৯৭৯৫	৯৮০৫	৯৮১৫
৯৮	৯৮৫০	৯৮৭৫	৯৮৮৫	৯৮৯৫	৯৯০৫	৯৯১৫
৯৯	৯৯৫০	৯৯৭৫	৯৯৮৫	৯৯৯৫	১০০৫	১০১৫
১০০	১০০৫০	১০০৫৫	১০০৬০	১০০৬৫	১০০৭০	১০০৭৫

THE LOWER LEFT TRIANGLE CONTAINS THE REPRODUCED CORRELATION MATRICES; THE DIAGONAL, COMMUNITIES; AND THE UPPER RIGHT TRIANGLE, RESIDUALS BETWEEN THE OBSERVED CORRELATIONS AND THE REPRODUCED CORRELATIONS.

THERE ARE 55 (4.0%) RESTRICTIONS (ARROW DIAGONAL) THAT ARE > 0.75

WARMWAY POTATION ? FOR EXTRACTION ? IN ANALYSIS ? : KAISER NORMALIZATION.

MAXIMUM CONVERGED IN 20 ITERATIONS.

2271ATED FACTOR MATRIX:

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8
337	.71205							
334	.70640							
335	.66360							
363								
336								
331								
335		.84733						
357		.74030						
064		.61228						
322		.56012						
351								
310			.62842					
067			.62544					
320			.61787					
352			.67332					
323			.50254					
060			.52050					
320								

25 FEB 85 BREAKDOWN
STUDENT RESEARCH OBJECT - LTR ROSS

----- FACTOR ANALYSIS -----

FACTOR 1 FACTOR 2 FACTOR 3 FACTOR 4 FACTOR 5 FACTOR 6 FACTOR 7 FACTOR 8

282
262
281

-.84278
-.94741
.74352

318
313
320

-.86565
-.61164

324
328
327

-.00952
-.56778

316
314
325
320

-.80329
-.53856

-.62797
-.66388

326
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FACTOR 9 FACTOR 10 FACTOR 11 FACTOR 12 FACTOR 13

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326
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315
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25 FEB 84

PROGRAM

STUDENT RESEARCH PROJECT - LTC ROSE

F A C T O R A N A L Y S I S												
	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8				
317	.00272	.03351	.06616	.07025	.00214	.07959	.07959	.07959				
318	.01035	.04234	.00317	.01000	.03341	.01288	.01288	.01288				
319	.06009	.00357	.00234	.00600	.01435	.01900	.01900	.01900				
320	.04562	.00807	.00200	.00655	.00005	.003756	.003756	.003756				
321	.03318	.00777	.00191	.00470	.01120	.01274	.01274	.01274				
322	.01725	.00556	.00508	.00213	.01863	.02452	.02452	.02452				
323	.00931	.00331	.00602	.00326	.01754	.00501	.00501	.00501				
324	.01633	.002315	.00209	.00343	.00580	.00662	.00662	.00662				
325	.00706	.00212	.00134	.00307	.00517	.00600	.00600	.00600				
326	.03234	.00155	.00431	.00562	.00884	.00238	.00238	.00238				
327	.01037	.005760	.00740	.00801	.00820	.00864	.00864	.00864				
328	.00169	.002436	.003340	.00326	.00826	.00826	.00826	.00826				
329	.04108	.00162	.00630	.00850	.00850	.00850	.00850	.00850				
330	.06672	.005750	.006383	.004087	.004087	.004087	.004087	.004087				
331	.05001	.001224	.00471	.00764	.00764	.00764	.00764	.00764				
332	.03424	.001965	.00322	.00414	.00414	.00414	.00414	.00414				
333	.01278	.00516	.00159	.00567	.00567	.00567	.00567	.00567				
334	.07239	.00530	.00419	.00825	.00825	.00825	.00825	.00825				
335	.02160	.002486	.00362	.00517	.00517	.00517	.00517	.00517				
336	.05007	.001113	.005962	.00825	.00825	.00825	.00825	.00825				
337	.03348	.00243	.00484	.00825	.00825	.00825	.00825	.00825				
338	.00133	.001666	.00306	.00300	.00300	.00300	.00300	.00300				
339	.00628	.00230	.00574	.00703	.00703	.00703	.00703	.00703				
340	.00383	.00360	.005145	.00708	.00708	.00708	.00708	.00708				
341	.00224	.00404	.00192	.00808	.00808	.00808	.00808	.00808				
342	.00672	.00162	.004705	.00726	.00726	.00726	.00726	.00726				
343	.01201	.001780	.006258	.00644	.00644	.00644	.00644	.00644				
344	.00092	.00926	.001781	.00533	.00533	.00533	.00533	.00533				
345	.00251	.00916	.00238	.00635	.00635	.00635	.00635	.00635				
346	.001995	.00105	.00318	.00502	.00502	.00502	.00502	.00502				
347	.00707	.00203	.002162	.00726	.00726	.00726	.00726	.00726				
348	.007430	.00243	.002470	.00677	.00677	.00677	.00677	.00677				
349	.00118	.00460	.00316	.00642	.00642	.00642	.00642	.00642				
350	.00377	.007600	.00943	.00800	.00800	.00800	.00800	.00800				
351	.02740	.00146	.00622	.00216	.00216	.00216	.00216	.00216				
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25 FEB 64 BREAKDOWN

STUDENT RESEARCH PROJECT - LTC ROSS

----- FACTOR ANALYSIS -----

	FACTOR 0	FACTOR 10	FACTOR 11	FACTOR 12	FACTOR 13
310	.03591	.02635	-.05663	-.04856	-.04646
311	.18236	.03920	.01930	.04768	-.03652
312	.07482	.03515	.16222	.04376	-.07007
313	.04610	.01832	.50083	-.02228	.03045
314	-.06892	.02831	.25311	.03106	.09030
315	.43804	.05805	.01763	.07815	.00085
316	.07802	-.07600	.04637	-.08119	.05002
317	.01008	.05280	.02850	.04622	-.03202
318	.08896	.06602	-.09835	.00582	.06851
319	-.10001	.01223	.08601	.07853	-.11727
320	-.08239	.02694	.03584	.05258	.08250
321	-.07665	.00323	.03336	-.10006	.08585
322	.13646	.04942	.11167	.03538	-.04868
323	-.02404	.05581	-.05027	.01512	.05065
324	.06708	.06865	.01103	.11072	-.01003
325	.05003	.00610	.02348	.08626	.03617
326	.07901	.08347	.10395	.13036	.23650
327	-.10616	.01855	-.12224	-.12208	-.10080
328	.06621	.26161	.13556	.07620	-.04601
329	.01178	.04661	.02207	.10342	.08682
330	.13426	.02331	.06186	-.25311	-.09555
331	-.05665	.06989	.02552	.02150	.13516
332	.03654	.06782	.03305	.13220	.15130
333	.07638	.04219	-.14033	.17868	.02276
334	.13065	.06486	.15500	.26897	-.23818
335	-.09796	.03120	.03320	.07213	.00606
336	.04301	-.11365	.03576	.06059	-.06600
337	.06133	.25886	-.09572	-.00220	.05106
338	-.11514	.20782	.06730	.02505	.08705
339	.21036	.36376	.02028	.03323	-.09026
340	-.02434	.21325	.03187	.21232	.10708
341	.04516	-.09213	-.03420	-.02858	.04776
342	.04547	.01133	.00574	.05006	-.02052
343	-.04986	.01622	-.01960	-.13215	.03760

EXTRACTION 2 FOR ANALYSIS 1, PRINCIPAL-COMPONENTS ANALYSIS (PP)

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FACTORS 0 FACTORS 10 FACTORS 11 FACTORS 12 FACTORS 13

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FACTS TRANSFORMATION MAYDIX:

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8
FACTOR 1	-.60401	-.02020	-.69702	-.34281	-.05572	-.20982	-.00004	-.15707
FACTOR 2	-.17985	.72555	.29600	-.60327	-.00089	-.14504	.17225	.10485
FACTOR 3	-.23437	-.12327	-.46744	-.25311	.47662	-.22562	.36192	.07893
FACTOR 4	-.01980	-.39746	.21386	-.45270	.47476	-.11140	.15229	-.27608
FACTOR 5	.06252	.30044	-.22068	-.01049	.32360	.11042	-.05070	-.56825
FACTOR 6	-.26472	.17088	-.12120	.25185	.33243	.21221	.16378	.64810
FACTOR 7	-.42741	-.00846	.07668	-.74784	.18422	.60664	-.56037	.37065
FACTOR 8	-.12925	.36020	.19247	.35137	-.15092	.14112	.32236	-.25476
FACTOR 9	-.21837	-.05001	-.24614	.25356	.33165	.07522	.10520	.15272
FACTOR 10	.31610	.07270	-.47706	-.02212	-.17615	.40960	.14705	.25062
FACTOR 11	-.00747	-.21506	.07062	.05871	.15707	-.27152	-.604527	.32234
FACTOR 12	.12682	-.22755	-.18666	.227160	.21067	.61664	.23327	-.71197
FACTOR 13	-.21307	.00472	.10213	-.02650	-.02055	-.26266	-.18278	-.17268

Factor is

	FACTOR 0	FACTOR 10	FACTOR 11	FACTOR 12	FACTOR 13
FACTOR 1	-25211	-17270	-21760	-72226	-77056
FACTOR 2	-06052	-25584	-16571	-72257	-05672
FACTOR 3	12649	-01079	-24667	-18475	-22836
FACTOR 4	-62966	-18873	-12247	-16560	-06661
FACTOR 5	-05187	-20007	-11244	-70270	-17020
FACTOR 6	-10405	-51082	-26087	-16672	-07520
FACTOR 7	-62537	-00156	-22243	-12201	-15261
FACTOR 8	-16272	-51302	-25612	-73252	-36025
FACTOR 9	-60660	-02425	-68235	-51187	-06814
FACTOR 10	-24557	-20209	-16352	-20209	-32007
FACTOR 11	-17237	-20209	-23885	-34006	-51082
FACTOR 12	-20209	-20209	-50876	-85230	-20209
FACTOR 13	-20209	-20209	-18676	-55250	-50236

FACTOR SCORE COEFFICIENT MATRIX:

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5	FACTOR 6	FACTOR 7	FACTOR 8
12	-.0022		-.01640					
13	-.11740		-.04512					
14	-.00908		-.01181					
15	-.05054		-.00450					
16	-.03176		-.00850					
17	-.00000		-.00000					
18	-.00000		-.00000					
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100	-.00000		-.00000					

201 RANK BY SOCSVC

	COUNT	SOCSVC					ROW TOTAL
	ROW PCT						
	COL PCT	1	2	3	4	5	
001		1.000	2.000	3.000	4.000	5.000	
LIFUTENANT COLON	0	1	2	3	4	5	17
	1	1.7	12.8	25.6	37.6	22.2	82.4
		1.000	1.000	1.000	1.000	1.000	
COLONEL	1	1	3	9	6	7	25
	1	1	12.0	36.0	24.0	28.0	100.0
		1.000	1.000	1.000	1.000	1.000	
COLUMN TOTAL		2	18	39	50	33	142
		1.4	12.7	27.5	35.2	23.2	100.0

CHI-SQUARE 2.62210 D.F. 4 SIGNIFICANCE 0.6229 MIN. CELL 0.352 CELLS WITH EXPECTED 3 OF 10 (30.0%)

STATISTIC VALUE SIGNIFICANCE
 CRAMER'S V 0.13589
 NUMBER OF MISSING OBSERVATIONS = 1

074 MILITARY FAMILY BY SOCSVC

	COUNT	SOCSVC					ROW TOTAL
	ROW PCT						
	COL PCT	1	2	3	4	5	
074		1.000	2.000	3.000	4.000	5.000	
YES	0	1	1	1	1	1	5
	1	1	15.4	42.3	19.2	23.1	100.0
		1.000	1.000	1.000	1.000	1.000	
NO	1	1	2	14	28	44	89
	1	1	1.7	12.2	24.3	38.3	81.6
		1.000	1.000	1.000	1.000	1.000	
COLUMN TOTAL		2	18	39	49	54	142
		1.4	12.8	27.7	34.8	23.4	100.0

CHI-SQUARE 5.30763 D.F. 4 SIGNIFICANCE 0.2572 MIN. CELL 0.369 CELLS WITH EXPECTED 3 OF 10 (30.0%)

STATISTIC VALUE SIGNIFICANCE
 CRAMER'S V 0.19402
 NUMBER OF MISSING OBSERVATIONS = 2

SOC SVC										
COUNT							ROW			
ROW PCT							TOTAL			
COL PCT										
		1.00	2.00	3.00	4.00	5.00				
0	I	I	3	I	5	I	4	I	7	I
17 YEARS OR LESS	I	23.1	I	38.5	I	30.8	I	7.7	I	9.2
	I	16.7	I	12.8	I	8.0	I	1.0	I	
18-19 YEARS	I	2	I	10	I	14	I	14	I	42
	I	4.8	I	4.8	I	23.8	I	33.3	I	33.3
	I	10.1	I	11.1	I	21.6	I	28.0	I	42.4
20-21 YEARS	I	7	I	19	I	26	I	9	I	61
	I	11.5	I	31.1	I	42.6	I	14.8	I	43.0
	I	11.9	I	41.7	I	32.0	I	27.1	I	
22-23 YEARS	I	6	I	5	I	5	I	8	I	24
	I	25.0	I	20.8	I	20.8	I	33.3	I	16.9
	I	11.1	I	12.8	I	10.0	I	21.6	I	
24 YEARS OR MORE	I	I	I	I	I	50.0	I	50.0	I	2
	I	I	I	I	I	2.0	I	2.0	I	1.4
	I	I	I	I	I	I	I	I	I	
COLUMN		2	18	39	50	33	142			
TOTAL		1.4	12.7	27.5	35.2	23.2	100.0			
CHI-SQUARE		SIGNIFICANCE					CELLS WITH EXPECTED			
22.50837		0.1275					0.028 14 OF 25 (56.0%)			

STATISTIC VALUE SIGNIFICANCE
 CRAMER'S V 0.19907
 NUMBER OF MISSING OBSERVATIONS = 1

SOC SVC										
COUNT	I						ROW			
ROW PCT	I						TOTAL			
COL PCT	I									
		1.00	2.00	3.00	4.00	5.00				
20-21 YEARS	1	I	I	I 50.0	I 50.0	I	I	I	I	2
	I	I	I	50.0	I 50.0	I	I	I	I	1.4
22-23 YEARS	2	I	I 7	I 1	I 1	I 1	I	I	I	4
	I	I 25.0	I 25.0	I 25.0	I 25.0	I	I	I	I	2.8
	I	I 1.0	I 2.0	I 2.0	I 2.0	I	I	I	I	
24-25 YEARS	3	I 2	I 3	I 6	I 5	I 6	I	I	I	22
	I 9.1	I 13.6	I 27.3	I 22.7	I 27.3	I	I	I	I	15.5
	I 10.0	I 16.7	I 12.1	I 10.0	I 16.7	I	I	I	I	
26-27 YEARS	4	I	I 4	I 9	I 19	I 10	I	I	I	38
	I 10.5	I 23.7	I 39.5	I 26.3	I	I	I	I	I	26.8
	I	I 22.2	I 23.1	I 30.0	I 30.1	I	I	I	I	
28-29 YEARS	5	I	I 3	I 1	I 2	I 2	I	I	I	8
	I 37.5	I 12.5	I 25.0	I 25.0	I	I	I	I	I	5.6
	I	I 16.7	I 2.0	I 2.0	I 6.1	I	I	I	I	
30 YEARS	6	I	I 3	I 16	I 21	I 12	I	I	I	52
	I 5.8	I 30.8	I 40.4	I 23.7	I	I	I	I	I	36.6
	I	I 16.7	I 41.0	I 42.0	I 16.4	I	I	I	I	
OVER 30 YEARS	7	I	I 4	I 5	I 5	I 2	I	I	I	16
	I 25.0	I 31.3	I 31.3	I 12.5	I	I	I	I	I	11.3
	I	I 22.2	I 12.8	I 10.0	I 6.1	I	I	I	I	
COLUMN		2	18	39	50	33	142			
TOTAL		1.4	12.7	27.5	35.2	23.2	100.0			
CHI-SQUARE	8.46	SIGNIFICANCE					CELLS WITH EXPECTED			
24.77987	24	0.4779					0.028 24 OF 33 (68.6%)			

STATISTIC VALUE SIGNIFICANCE
 CRAMER'S V 0.20897

802 HIGHEST EXPECTED RANK BY SOCSVC

	COUNT	1	2	3	4	5	ROW TOTAL
LTG	0	1	1	1	1	1	2
		1	1	50.0	50.0	1	1.4
COL	1	2	14	23	38	30	107
		1.9	13.1	21.5	35.5	28.0	75.9
		100.0	77.8	59.0	77.6	90.9	
SG	2	1	2	6	3	1	11
		1	18.2	54.5	27.3	1	7.8
		100.0	11.1	15.4	36.4	9.1	
MG	3	1	1	9	7	2	19
		1	5.3	47.4	36.8	10.5	13.5
		100.0	18.2	23.1	16.3	6.8	
LTG	4	1	1	1	1	1	4
		1	100.0	1	1	1	.7
		100.0	100.0	100.0	100.0	100.0	
SEN	5	1	1	1	1	1	4
		1	1	1	1	1	.7
		100.0	100.0	100.0	100.0	100.0	
COLUMN TOTAL		2	18	39	49	37	145
		1.4	12.8	27.7	34.8	25.4	100.0

CHI-SQUARE 25.16429 D.F. 20 SIGNIFICANCE 0.1952 MIN. E.C. 0.014 CELLS WITH E.C. 24 OF 30 (80.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.21123
NUMBER OF MISSING OBSERVATIONS = 2

801 RANK BY JOBCON

	COUNT	1	2	3	4	5	ROW TOTAL
LIEUTENANT COLON	0	89	27	1	1	1	118
		75.4	22.9	.8	.8	.8	92.5
		100.0	87.1	50.0	100.0	100.0	
COLONEL	1	27	4	1	1	1	35
		80.0	16.0	4.0	1	1	17.5
		100.0	12.8	50.0	100.0	100.0	
COLUMN TOTAL		109	31	2	2	2	143
		76.2	21.7	1.4	.7	.7	100.0

CHI-SQUARE 2.18509 D.F. 3 SIGNIFICANCE 0.5349 MIN. E.C. 0.175 CELLS WITH E.C. 4 OF 8 (50.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.12361

25 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT = LTC ROSS

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100
CROSS TABULATION OF
004 MILITARY FAMILY BY JOBCOM

		JOBCOM						
		COUNT	I					
		ROW PCT	I			ROW TOTAL		
		COL PCT	I					
				1.000	2.000	4.000	5.000	
004								
	0	I	23	I	3	I	I	26
YES		I	88.5	I	11.5	I	I	14.3
		I	21.3	I	2.7	I	I	
	1	I	85	I	24	I	2	116
NO		I	73.3	I	24.7	I	1.9	81.7
		I	22.7	I	20.3	I	1.000	
		COLUMN TOTAL	108		31		2	142
		TOTAL	76.1		21.8		1.4	100.0

CHI-SQUARE 2.86085 D.F. 3 SIGNIFICANCE 0.4136 MIN. E.C. 0.183 CELLS WITH E.C. > 5 4 OF 8 (50.0%)

STATISTIC CRAMER'S V VALUE 3.74794 SIGNIFICANCE

NUMBER OF MISSING OBSERVATIONS = 1

25 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT = LTC ROSS

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100
CROSS TABULATION OF
005 AFCS BY JOBCOM

		JOBCOM								
		COUNT	I							
		ROW PCT	I							ROW TOTAL
		COL PCT	I							
				1.000	2.000	4.000	5.000			
175				1.000	2.000	4.000	5.000			
	0	I	10	I	3	I	I	I	13	
17 YEARS OR LESS		I	76.9	I	23.1	I	I	I	9.1	
			1.32		3.2					
	1	I	33	I	9	I	1	I	43	
18-19 YEARS		I	76.7	I	20.9	I	2.3	I	30.1	
			1.303		22.0		1.000			
	2	I	44	I	16	I	1	I	61	
20-21 YEARS		I	72.1	I	24.2	I	1.6	I	67.7	
			1.404		31.3		1.000			
	3	I	20	I	3	I	1	I	24	
22-23 YEARS		I	83.3	I	12.5	I	4.2	I	16.8	
			1.133		2.7		2.000			
	4	I	2	I	1	I	I	I	2	
24 YEARS OR MORE		I	100.0	I	1	I	1	I	1.4	
			1.148		1.000		1.000			
		COLUMN TOTAL	109		31		1		143	
		TOTAL	76.2		21.7		1.4	.7	100.0	

CHI-SQUARE 6.40198 D.F. 12 SIGNIFICANCE 7.9945 MIN. E.C. 0.074 CELLS WITH E.C. > 5 14 OF 23 (60.8%)

STATISTIC CRAMER'S V VALUE 0.12216 SIGNIFICANCE

308 YEARS TO STAY BY JORCON

		JORCON					ROW TOTAL
COUNT		1	2	3	4		
ROW PCT		1	1	1	1	1	
COL PCT		1	1	1	1	1	
20-21 YEARS	1	50.0	50.0				100.0
22-23 YEARS	2	100.0					100.0
24-25 YEARS	3	16.7	21.7	4.3	4.3		46.9
26-27 YEARS	4	66.7	31.7				98.4
28-29 YEARS	5	62.5	25.0	12.5			100.0
30 YEARS	6	52.7	17.3				70.0
OVER 30 YEARS	7	37.5	12.5				50.0
COLUMN TOTAL		109	31	2	1		143
CHI-SQUARE		21.37412	18	0.2610	0.014	21 OF 28 (75.0%)	

STATISTIC VALUE SIGNIFICANCE
 CRAMER'S V 0.22321
 308 HIGHEST EXPECTED RANK BY JORCON

		JORCON					ROW TOTAL
COUNT		1	2	3	4		
ROW PCT		1	1	1	1	1	
COL PCT		1	1	1	1	1	
LTC	0	50.0	50.0				100.0
COL	1	92.3	21.3	1.9	1.9		97.4
SG	2	81.8	18.2				100.0
MG	3	23.7	26.3				50.0
LTG	4	100.0					100.0
SEN	5	100.0					100.0
COLUMN TOTAL		108	31	2	1		142
CHI-SQUARE		2.75590	15	0.9998	0.007	20 OF 24 (83.3%)	

STATISTIC VALUE SIGNIFICANCE
 CRAMER'S V 0.08043

001 BANK BY BENEFIT

		BENEFIT									
COUNT		I									
ROW PCT		I									
COL PCT		I									
		I	1.000	2.000	3.000	4.000					
201		-----	-----	-----	-----	-----					
	0	I	20	I	55	I	25	I	6	I	115
LIEUTENANT COLONEL		I	25.2	I	47.8	I	21.7	I	5.2	I	82.7
		I	76.3	I	88.7	I	75.8	I	100.0	I	
		-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
	1	I	9	I	7	I	8	I		I	24
COLONEL		I	37.5	I	29.2	I	33.3	I		I	17.3
		I	23.7	I	11.3	I	24.2	I		I	
		-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
COLUMN TOTAL			38		62		33		6		139
TOTAL			27.3		44.6		23.7		4.3		100.7

CHI-SQUARE 8 d.f. SIGNIFICANCE MIN. E.E. CELLS WITH E.E.S.S.
5.02213 3 0.1702 1.036 2 OF 8 (25.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.19008
NUMBER OF MISSING OBSERVATIONS = 4

004 MILITARY FAMILY BY BENEFIT

		BENEFIT								
COUNT		I								
ROW	PCT	I				ROW TOTAL				
COL	PCT	I								
		1	1.00	2	2.00	3	3.00	4	4.00	
Q74		0	3	14	7	1	25			
YES		12.0	56.0	28.0	4.0	100.0				
		1	34	49	26	5	113			
NO		30.1	42.5	23.0	4.4	91.9				
		1	21.3	72.4	28.8	83.3				
	COLUMN TOTAL	37	62	33	6	138				
	TOTAL	26.9	44.9	23.9	4.3	100.0				

CHI-SQUARE 8 d.f. SIGNIFICANCE MIN. E.E. CELLS WITH E.E.S.S.
7.55306 3 0.3139 1.087 2 OF 8 (25.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.16046
NUMBER OF MISSING OBSERVATIONS = 5

		BENEFIT				ROW TOTAL
		COUNT	1	2	3	
		ROW PCT	1	2	3	
		COL PCT	1	2	3	
008			1	2	3	
			1	2	3	
20-21 YEARS	1		1	1	1	1.2
			50.0	50.0		1.4
			1	1	1	
22-23 YEARS	2		1	2	1	1.4
			50.0	25.0	25.0	2.0
			1	1	1	
24-25 YEARS	3		7	6	7	23
			30.4	26.1	30.4	15.5
			1	1	1	
26-27 YEARS	4		12	18	8	38
			31.6	47.4	21.1	27.3
			1	1	1	
28-29 YEARS	5		2	1	3	7
			28.6	14.3	42.9	5.0
			1	1	1	
30 YEARS	6		13	25	11	50
			26.0	50.0	22.0	26.0
			1	1	1	
OVER 30 YEARS	7		4	0	2	15
			26.7	0.0	13.3	10.8
			1	1	1	
COLUMN			38	62	33	133
TOTAL			27.3	44.6	23.7	100.0

CHI-SQUARE 22.03719 D.F. 18 SIGNIFICANCE 7.2303 MIN. E.E. 7.086 CELLS WITH E.E.S. 28 (64.33)

STATISTIC CRAMER'S V 0.22988 SIGNIFICANCE
NUMBER OF MISSING OBSERVATIONS = 4

001 BANK BY ABSENCE

		ABSENCE				ROW TOTAL
		COUNT	1	2	3	
		ROW PCT	1	2	3	
		COL PCT	1	2	3	
001			1	2	3	
			1	2	3	
LIEUTENANT COLON	0		1	2	1	118
			1.7	22.0	39.0	82.5
			1	1	1	
COLONEL	1		1	1	1	25
			4.0	40.0	28.0	17.5
			1	1	1	
COLUMN			3	36	53	143
TOTAL			2.1	25.2	37.1	100.0

CHI-SQUARE 4.33792 D.F. 3 SIGNIFICANCE 0.2272 MIN. E.E. 0.524 CELLS WITH E.E.S. 2 (25.00)

STATISTIC CRAMER'S V 0.17417 SIGNIFICANCE

276 MILITARY FAMILY BY ABSENCE

		ABSENCE					ROW TOTAL	
		COUNT						
ROW	PCT							
COL	PCT							
		1	2	3	4	5		
		1.000	3.000	4.000	5.000			
076								
YES	0	1	11	10	5		26	
		42.3	38.5	19.2			19.3	
		1.000	3.000	4.000	5.000			
NO	1	3	25	43	45		116	
		2.6	21.6	37.1	38.8		81.7	
		1.000	3.000	4.000	5.000			
COLUMN TOTAL		3	36	53	50		142	
TOTAL		2.1	25.4	37.3	35.2		100.0	

CHI-SQUARE 8.66 SIGNIFICANCE 0.0058 MIN. EXPECTED 2 OF 8 (25.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.21561

NUMBER OF MISSING OBSERVATIONS = 1

908 YEARS TO STAY BY ABSENCE

		ABSENCE					ROW TOTAL	
		COUNT						
ROW	PCT							
COL	PCT							
		1	2	3	4	5		
		1.000	3.000	4.000	5.000			
239								
20-21 YEARS	1	1	1	1	1	1	5	
		50.0	50.0	50.0	50.0	50.0	50.0	
		1.000	3.000	4.000	5.000	5.000		
22-23 YEARS	2	1	2	1	1	2	6	
		50.0	50.0	50.0	50.0	50.0	50.0	
		1.000	3.000	4.000	5.000	5.000		
24-25 YEARS	3	2	5	2	2	7	23	
		9.7	21.7	39.1	30.4	30.4	15.1	
		1.000	3.000	4.000	5.000	5.000		
26-27 YEARS	4	1	7	16	15	15	54	
		14.4	42.1	39.5	28.6	28.6	26.6	
		1.000	3.000	4.000	5.000	5.000		
28-29 YEARS	5	1	2	3	2	2	8	
		12.5	25.0	37.5	25.0	25.0	5.6	
		1.000	3.000	4.000	5.000	5.000		
30 YEARS	6	1	14	19	19	19	52	
		26.9	36.5	36.5	36.5	36.5	36.4	
		1.000	3.000	4.000	5.000	5.000		
OVER 30 YEARS	7	1	5	6	5	5	16	
		31.5	37.5	37.5	37.5	37.5	11.7	
		1.000	3.000	4.000	5.000	5.000		
COLUMN TOTAL		3	36	53	51		143	
TOTAL		2.1	25.2	37.1	35.7		100.0	

CHI-SQUARE 8.66 SIGNIFICANCE 0.042 MIN. EXPECTED 17 OF 28 (60.7%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.20115

AD-A178 788

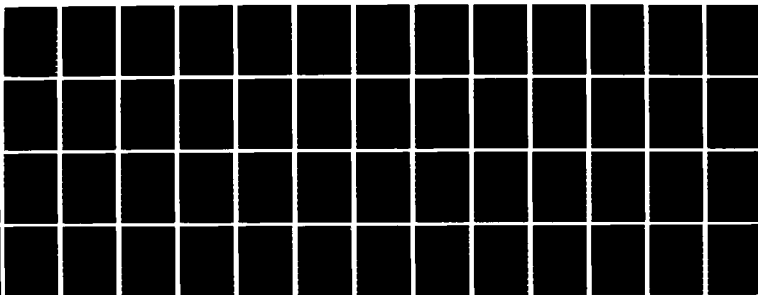
DETERMINING THE IMPACT OF FAMILY PROGRAMS UPON
RETENTION: WHY SUCCESSFUL OFFICERS STAY(U) ARMY WAR
COLL CARLISLE BARRACKS PA T P ROSS 12 MAY 86

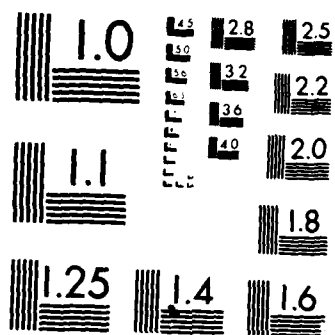
3/3

UNCLASSIFIED

F/G 5/9

NL





MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS 1963-A

		PROGRAM												
		COUNT									ROW			
		ROW	PER									TOTAL		
		COL	PER									TOTAL		
001				1	1.22	1	2.00	1	3.00	1	4.22	1	5.22	
	LIEUTENANT COLON	0	1	28	1	54	1	23	1	11	1	1.2	1	118
		1	23.7	1	45.8	1	19.5	1	9.5	1	1.7	1	82.5	
		1	22.5	1	82.8	1	74.2	1	21.7	1	12.0	1		
	COLONEL	1	1	4	1	12	1	8	1	1	1	1	23	
		1	16.0	1	48.0	1	32.0	1	4.0	1	1	1	17.5	
		1	12.5	1	18.2	1	25.8	1	8.3	1	1	1		
	COLUMN TOTAL			32		66		31		12		2	143	
				22.4		46.2		21.7		8.4		1.4	100.0	

<u>CHI-SQUARE</u>	<u>D.F.</u>	<u>SIGNIFICANCE</u>	<u>P-VALUE</u>	<u>CELLS WITH EXPECTED</u>
3.18199	4	.5278	0.352	3 OF 15 (20.0%)

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.74917	

004 MILITARY FAMILY 3X 080584

[illegible]

<u>CHL=3848E</u>	<u>R.E.</u>	<u>31641E1637CE</u>	<u>WLN.E.E.</u>	<u>CELLS.WITH.E-6-S-3</u>
0.69679	4	0.9517	0.366	3 OF 10 (30.0%)

<u>STATISTIC</u>	<u>VALUE</u>	<u>SIGNIFICANCE</u>
CRAMER'S V	0.07005	

NUMBER OF MISSING OBSERVATIONS = 1

[illegible]

<u>SUR-SQUARE</u>	<u>R.F.</u>	<u>SIGNIFICANCE</u>	<u>MIN-F.F.</u>	<u>CELLS-WITH-FA.E.S.</u>
13.48520	14	0.6073	0.028	14 OF 25 (56.0%)

<u>STATISTIC</u>	<u>VALUE</u>	<u>SIGNIFICANCE</u>
CRAMER'S V	0.95582	

• 209 • YEARS TO 54Y • • • • • 3Y PROGRAM • • •

		PROGRAM					
	COUNT	1					
	ROW	PCT	1				ROW
	COL	PCT	1				TOTAL
19			1.00	2.00	1.00	4.00	5.00
20-21 YEARS	1	1	1	2	1	1	2
			100.0	1	1	1	1.4
22-23 YEARS	2	1	1	2	1	1	4
			50.0	25.0	1	25.0	2.8
24-25 YEARS	3	1	3	1	1	1	23
			13.0	47.8	34.8	4.5	46.1
26-27 YEARS	4	1	10	1	14	9	3
			26.3	42.1	23.7	7.9	26.6
28-29 YEARS	5	1	1	1	3	2	1
			12.5	62.3	25.0	1	5.6
30 YEARS	6	1	14	1	24	7	6
			26.9	45.2	13.5	11.5	1.9
OVER 30 YEARS	7	1	4	1	6	1	2
			25.0	37.5	25.0	12.5	17.2
			32	66	31	12	143
			22.4	46.2	21.7	8.4	100.0

<u>251-38088</u>	<u>B.F.</u>	<u>51671513088</u>	<u>W.H.E.F.</u>	<u>6553.V174.F.F.S.3</u>
29.42816	24	0.2044	0.028	24 OF 35 (74.38)

STATISTIC	VALUE	SIGNIFICANCE
FRANCHISES	2,22692	

002 HIGHEST EXPECTED RANK 91 PROGRAM

		PROGRAM					ROW TOTAL
		COUNT	1	2	3	4	
ROW	PCT	1	2	3	4	5	
COL	PCT	1	2	3	4	5	
000		1	1	1	1	1	
LTC	0	1	1	1	1	1	2
		1	100.0	1	1	1	1.4
COL	1	1	23.1	1	22.4	1	100
		1	46.3	1	8.3	1	76.1
		1	80.6	1	71.0	1	100.0
96	2	1	18.2	1	18.2	1	7.7
		1	45.5	1	18.2	1	7.7
		1	80.6	1	71.0	1	100.0
96	3	1	10.5	1	36.8	1	73.4
		1	47.4	1	5.3	1	73.4
		1	80.6	1	26.6	1	100.0
LTC	4	1	100.0	1	1	1	.7
		1	100.0	1	1	1	.7
		1	100.0	1	1	1	.7
GEN	5	1	100.0	1	1	1	.7
		1	100.0	1	1	1	.7
		1	100.0	1	1	1	.7
COLUMN TOTAL		31	56	31	12	2	142
TOTAL		21.8	46.5	21.8	8.5	1.4	100.0

CHI-SQUARE 14.90594 R.E. 20 SIGNIFICANCE 7.7818 MIN-E.E. 0.014 CELLS WITH E.E.S.S 24 OF 33 (87.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.76200
NUMBER OF MISSING OBSERVATIONS = 1

001 RANK 91 ATTRACT

		ATTRACT					ROW TOTAL
		COUNT	1	2	3	4	
ROW	PCT	1	2	3	4	5	
COL	PCT	1	2	3	4	5	
001		1	1	1	1	1	
LIEUTENANT COLON	0	1	1	1	1	1	7.8
		1	15.3	1	28.8	1	82.5
		1	100.0	1	81.3	1	100.0
COLONEL	1	1	1	1	1	1	2.5
		1	16.0	1	32.0	1	17.5
		1	100.0	1	100.0	1	100.0
COLUMN TOTAL		7	22	42	56	22	143
TOTAL		.7	15.4	29.4	39.2	15.4	100.0

CHI-SQUARE 0.52168 R.E. 4 SIGNIFICANCE 0.9714 MIN-E.E. 0.179 CELLS WITH E.E.S.S 4 OF 13 (40.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.06040

074 MILITARY FAMILY BY ATTRACT

		ATTRACT					
		COUNT					
		ROW PCT					ROW
		COL PCT					TOTAL
074		I	1.000	2.000	3.000	4.000	5.000
	0	I	I	4	9	10	3
		I	I	15.4	34.6	30.5	11.5
YES		I	12.0	21.4	22.8	13.6	
	1	I	1	17	33	46	19
		I	9	14.7	28.4	39.7	15.4
NO		I	100.0	81.0	70.6	82.1	26.4
	COLUMN	I	1	21	42	56	22
	TOTAL		7	14.8	29.6	39.4	15.5
							142
							100.0

CHI-SQUARE D.F. SIGNIFICANCE MIN. E.C.S. CELLS WITH E.C.S.S.
0.83382 4 0.0339 0.183 4 OF 10 (40.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.07663

NUMBER OF MISSING OBSERVATIONS = 1

072 HIGHEST EXPECTED RANK BY ATTRACT

		ATTRACT					ROW TOTAL	
		COUNT						
		ROW PCT						
		COL PCT	1	2	3	4	TOTAL	
279			1.000	2.000	3.000	4.000	5.000	
			-----	-----	-----	-----	-----	
LTC	0	1	1	1	1	1	7	
			50.0	50.0			100.0	
COL	1	1	19	23	44	21	107	
			17.6	21.3	40.7	19.4	100.0	
SG	2	1	2	6	3		11	
			18.2	54.5	27.3		100.0	
MG	3	1	1	9	8	1	19	
			5.3	47.4	42.1	5.3	100.0	
LTC	4	1	1	1	1		3	
			100.0				100.0	
GEN	5	1	1	1	1		3	
			100.0				100.0	
COLUMN TOTAL			1	22	41	22	142	
			.7	15.5	28.9	15.5	100.0	

CHI-SQUARE D.F. SIGNIFICANCE MIN. E.C.S. CELLS WITH E.C.S.S.
19.33399 20 0.002 0.007 24 OF 30 (80.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.14650

NUMBER OF MISSING OBSERVATIONS = 1

903 BANK BY SATIS

	COUNT		SATIS		
	ROW	PCT		ROW	TOTAL
	COL	PCT			
001			1.000	2.000	
	0	1	68	50	118
LIEUTENANT COLON	1	1	57.6	42.4	100.0
	1	1	24.2	25.8	
COLONEL	1	1	10	6	16
	1	1	74.0	24.0	100.0
	1	1	21.8	10.2	
COLUMN			87	56	143
TOTAL			60.8	39.2	100.0

CHI-SQUARE 2.26 SIGNIFICANCE 0.1378 MIN. E.S. 9.790 CELLS WITH E.S. 3
2.20255 1 0.0873 (BEFORE YATES CORRECTION)

STATISTIC VALUE SIGNIFICANCE
PHT 0.74297

904 MILITARY FAMILY BY SATIS

	COUNT		SATIS		
	ROW	PCT		ROW	TOTAL
	COL	PCT			
074			1.000	2.000	
	0	1	15	17	32
YES	1	1	57.7	42.3	100.0
	1	1	12.6	12.6	
NO	1	1	71	45	116
	1	1	61.2	38.8	100.0
	1	1	82.6	17.4	
COLUMN			86	56	142
TOTAL			60.6	39.4	100.0

CHI-SQUARE 0.01198 SIGNIFICANCE 0.9229 MIN. E.S. 10.254 CELLS WITH E.S. 3
0.10985 1 0.7403 (BEFORE YATES CORRECTION)

STATISTIC VALUE SIGNIFICANCE
PHT 0.02781

NUMBER OF MISSING OBSERVATIONS = 1

• • •

CH1-39486	R.F.	55141610476	W14-3050	6553-W14-3050-5
3.55585	4	0.4694	0.783	2 OF 10 (20.0X)

• 909 • YEARS TO STAY • • • • • BY SATIS • • • • •

<u>CUMULATIVE</u>	<u>R.F.</u>	<u>SIGNAL/GAIN</u>	<u>W.F.F.</u>	<u>SENS. WITH LOSS</u>
12.93052	6	0.0442	0.783	6 OF 14 (42.9%)

3-5-17

002 HIGHEST EXPECTED RANK BY SATIS

		SATIS				ROW TOTAL
COUNT	I	1	2	3	4	
ROW PCT	I	1	2	3	4	
COL PCT	I	1	2	3	4	
039		1	2	3	4	
LTC	0	1	1	1	1	1.2
		50.0	50.0	50.0	50.0	1.4
		1.2	1.2	1.2	1.2	
COL	1	1	1	1	1	1.08
		56.3	43.3	43.3	43.3	76.1
		1.20	1.20	1.20	1.20	
MG	2	1	1	1	1	1.1
		45.3	54.3	54.3	54.3	7.7
		1.2	1.2	1.2	1.2	
MG	3	1	1	1	1	1.4
		89.5	10.5	10.5	10.5	13.4
		1.2	1.2	1.2	1.2	
LTC	4	1	1	1	1	1
		100.0	100.0	100.0	100.0	.7
		1.2	1.2	1.2	1.2	
SEN	5	1	1	1	1	1
		100.0	100.0	100.0	100.0	.7
		1.2	1.2	1.2	1.2	
COLUMN TOTAL		86	56	56	142	
		60.6	39.4	100.0		

CHI-SQUARE D.F. SIGNIFICANCE MIN. CELL CELLS WITH EXPECTED
9.84962 5 0.0796 0.394 7 OF 12 (58.33)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.26347
NUMBER OF MISSING OBSERVATIONS = 1

001 RANK BY TRAVEL

		TRAVEL				ROW TOTAL
COUNT	I	1	2	3	4	
ROW PCT	I	1	2	3	4	
COL PCT	I	1	2	3	4	
001		1	2	3	4	
LIEUTENANT COLON	0	1	1	1	1	1.18
		20.4	47.5	16.4	15.3	12.5
		1.25	1.25	1.25	1.25	
COLONEL	1	1	1	1	1	1.25
		32.0	48.0	12.0	8.0	17.5
		1.25	1.25	1.25	1.25	
COLUMN TOTAL		32	68	23	20	143
		22.4	47.6	16.1	14.0	100.0

CHI-SQUARE D.F. SIGNIFICANCE MIN. CELL CELLS WITH EXPECTED
2.34520 3 0.5039 3.497 2 OF 8 (25.00)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.12806

004 MILITARY FAMILY BY TRAVEL

		TRAVEL				ROW TOTAL
		COUNT	1	2	3	
ROW	PCT	1	2	3	4	
COL	PCT	1	2	3	4	
004		1	2	3	4	
YES	0	1	1	1	1	26
		15.4	61.5	11.5	11.5	10.3
	1	1	1	1	1	116
		24.1	44.8	17.2	13.8	11.7
NO		1	1	1	1	142
		32	68	23	19	100.0
COLUMN TOTAL		22.5	47.9	16.2	13.4	

CHI-SQUARE 2 d.f. SIGNIFICANCE MIN-EXP. CELLS WITH EXPECTEDS
2.46789 3 0.4811 3.479 2 OF 4 (25.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.13183
NUMBER OF MISSING OBSERVATIONS = 1

005 AGES BY TRAVEL

		TRAVEL				ROW TOTAL
		COUNT	1	2	3	
ROW	PCT	1	2	3	4	
COL	PCT	1	2	3	4	
005		1	2	3	4	
17 YEARS OR LESS	0	1	1	1	1	13
		7.7	69.2	15.4	7.7	2.1
	1	1	1	1	1	43
		18.6	46.5	14.0	20.9	30.1
18-19 YEARS	1	1	1	1	1	41
		17	27	11	6	42.7
20-21 YEARS	2	1	1	1	1	24
		27.9	44.3	18.0	9.8	16.8
22-23 YEARS	3	1	1	1	1	1.2
		20.8	45.8	16.7	16.7	1.4
24 YEARS OR MORE	4	1	1	1	1	143
		50.0	50.0	1	1	22.4
COLUMN TOTAL		32	68	23	20	100.0

CHI-SQUARE 2 d.f. SIGNIFICANCE MIN-EXP. CELLS WITH EXPECTEDS
1.10774 12 0.7767 0.280 9 OF 20 (45.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.19747

808 YEARS TO STAY BY TRAVEL

		TRAVEL				ROW TOTAL		
		COUNT	I					
		ROW PCT	I					
		COL PCT	I					
808				1.00	2.00	3.00	4.00	
20-21 YEARS	1	I	I	I	I	I	I	2
		I	I	50.0	I	I	50.0	1.4
		I		1.5	I		5.0	
22-23 YEARS	2	I	I	2	I	I	I	4
		I	25.0	I	50.0	I	25.0	2.8
		I	3.1	I	2.2	I	5.0	
24-25 YEARS	3	I	5	I	8	I	5	23
		I	21.7	I	34.8	I	21.7	16.1
		I	15.6	I	11.8	I	21.7	
26-27 YEARS	4	I	9	I	19	I	5	39
		I	23.7	I	50.0	I	13.2	26.6
		I	20.1	I	27.2	I	25.0	
28-29 YEARS	5	I	3	I	3	I	2	8
		I	37.5	I	37.5	I	25.0	5.6
		I	2.4	I	4.4	I	10.0	
30 YEARS	6	I	12	I	26	I	9	52
		I	23.1	I	50.0	I	17.3	36.4
		I	17.5	I	18.2	I	30.1	
OVER 30 YEARS	7	I	2	I	9	I	4	16
		I	12.5	I	36.3	I	25.0	11.7
		I	6.3	I	13.2	I	17.4	
COLUMN TOTAL		32	68	23	20	143		
TOTAL		22.4	47.6	16.1	14.0	100.0		
CHI-SQUARE		2.4	5.6	1.6	1.4	5.6		
12.40191		18	0.9258	0.280	17 OF	28 (60.7%)		

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.17003

809 HIGHEST EXPECTED RANK BY TRAVEL

		TRAVEL				ROW TOTAL					
		COUNT	I								
		ROW PCT	I								
		COL PCT	I								
809			I	1.00	I	2.00	I	3.00	I	4.00	
LYC	0	I	I	I	I	I	I	I	I	I	2
		I	I	50.0	I	I	I	50.0	I	I	1.4
		I		1.5	I		I	5.0	I		
COL	1	I	22	I	51	I	19	I	16	I	108
		I	20.4	I	47.2	I	17.6	I	14.8	I	75.1
		I	21.7	I	25.0	I	82.0	I	80.0	I	
BB	2	I	6	I	4	I	I	I	I	I	11
		I	34.5	I	36.4	I	I	I	9.1	I	7.7
		I	19.6	I	5.0	I		I	5.0	I	
MG	3	I	3	I	10	I	I	I	2	I	19
		I	15.8	I	32.6	I	21.1	I	10.5	I	13.4
		I	8.1	I	16.7	I	17.5	I	10.0	I	
LYG	4	I	I	I	I	I	I	I	I	I	7
		I	I	100.0	I	I	I	I	I	I	.7
		I		1.3	I		I		I		
SEN	5	I	I	I	I	I	I	I	I	I	7
		I	I	100.0	I	I	I	I	I	I	.7
		I		1.3	I		I		I		
COLUMN TOTAL		31	68	23	20	142					
CHI-SQUARE		21.8	47.9	16.2	14.1	100.0					
13.58524		15	0.5572	0.141	19 OF	24 (79.0%)					

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.17858

803 ETHNIC 3% SOCSVC

SOCSEVC													
COUNT		I											
ROW PCT		I						ROW					
COL PCT		I						TOTAL					
003		1	1.000	2	2.000	3	3.000	4	4.000	5	5.000		
		1	1.000	2	2.000	3	3.000	4	4.000	5	5.000		
		1	1.000	2	2.000	3	3.000	4	4.000	5	5.000		
NON WHITE	0	1	1	2	2	3	3	4	4	5	5		
		1	7.7	1	15.4	1	15.4	1	23.1	1	34.5	0.2	
		1	50.0	1	11.1	1	3.1	1	6.0	1	15.2	1	
WHITE	1	1	1	16	1	37	1	47	1	28	1	129	
		1	9	1	12.4	1	29.7	1	36.4	1	27.7	1	90.8
		1	50.0	1	11.1	1	3.1	1	6.0	1	15.2	1	
COLUMN		2		18		39		30		33		142	
TOTAL		1.4		12.7		27.5		35.2		25.2		100.0	

CHI-SQUARE 0.68030 4 0.1424 0.143 6 OF 10 (60.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.22012
NUMBER OF MISSING OBSERVATIONS = 1

803 ETHNIC 3% JQRCOM

JO9C09									
COUNT		I							
ROW PCT		I						ROW	
COL PCT		I						TOTAL	
273		I	1.000	I	2.000	I	4.000	I	5.000
	0	I	11	I	2	I		I	13
NON WHITE		I	84.6	I	15.4	I		I	9.1
		I	10.1	I	6.5	I		I	
	1	I	98	I	29	I	2	I	133
WHITE		I	75.4	I	27.3	I	1.5	I	97.9
		I	88.9	I	23.5	I	100.0	I	100.0
	COLUMN	109		37		2		1	
	TOTAL	76.2		21.7		1.4		.7	
								143	
								100.0	

CHI-SQUARE 0.69340 3 0.8748 0.097 5 OF 8 (62.5%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.06963

803 ETHNIC 3% BENEFIT

		BENEFIT					
COUNT		I				ROW	
ROW PCT		I				TOTAL	
COL PCT		I					
273		1	1.000	3	1.000	4	1.000
	0	1	2	1	6	1	13
NON WHITE		1	15.4	1	46.2	1	38.5
		1	5.3	1	27	1	9.4
	1	1	76	1	56	1	124
WHITE		1	28.6	1	44.4	1	22.2
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1	20.3	1	84.8
		1	24.7	1</			

CHI-SQUARE 2.68532 3 0.4427 0.567 5 OF 8 (62.5%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.13899

NUMBER OF MISSING OBSERVATIONS = 4

803 ETHNIC BY ABSENCE

	COUNT	ROW PCT	COL PCT	ABSENCE	ROW TOTAL
033					
NON WHITE	0	1	1	4	13
		23.1	38.5	30.8	9.1
WHITE	1	1	1	32	139
		2.3	24.6	36.9	90.9
COLUMN TOTAL		3	33	33	143
		2.1	25.2	37.1	100.0

CHI-SQUARE 3.98140 3 0.9007 MIN-CELLS 0.273 CELLS WITH MIN-CELLS 5 OF 8 (62.5%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.06376

803 ETHNIC BY PROGRAM

	COUNT	ROW PCT	COL PCT	PROGRAM	ROW TOTAL
033					
NON WHITE	0	1	1	3	13
		23.1	38.5	30.8	9.1
WHITE	1	1	1	29	139
		22.3	46.9	20.8	90.9
COLUMN TOTAL		32	66	31	143
		22.4	46.2	21.7	100.0

CHI-SQUARE 7.93995 4 0.9188 MIN-CELLS 0.182 CELLS WITH MIN-CELLS 5 OF 10 (50.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.09107

803 ETHNIC BY ATTRACT

	COUNT	ROW PCT	COL PCT	ATTRACT	ROW TOTAL
033					
NON WHITE	0	1	1	3	13
		23.1	38.5	23.1	9.1
WHITE	1	1	1	19	139
		8	14.6	28.5	90.9
COLUMN TOTAL		1	22	42	143
		.7	15.4	29.4	100.0

CHI-SQUARE 1.99702 4 0.7363 MIN-CELLS 0.091 CELLS WITH MIN-CELLS 5 OF 10 (50.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.11817

‘ , , , ’

CHI-SQUARE	D.F.	SIGNIFICANCE	CHI-SQ.	CELLS WITH F.E.S.
1.28646	3	0.7324	0.072	5 OF 9 (62.5%)

NUMBER OF MISSING OBSERVATIONS = 5

		BENEFIT				
	COUNT	I				
	ROW PCT	I				
	COL PCT	I				ROW TOTAL
037		I	1.00	2.00	3.00	4.00
	0	I	7	5	2	I
YES		I	22.7	55.6	22.2	I
		I	5.6	2.2	6.3	I
	1	I	34	56	29	I
NO		I	27.2	44.8	23.2	I
		I	26.6	21.8	93.5	I
			36	61	34	6
	COLUMN TOTAL		26.9	45.5	23.1	4.5
						100.0

<u>STATISTIC</u>	<u>VALUE</u>	<u>SIGNIFICANCE</u>
CRAMER'S V	0.07362	

[illegible]

STATISTIC	VALUE	SIGNIFICANCE
CRAMER'S V	0.06630	

NUMBER OF MISSING OBSERVATIONS = 9

007 . . . TEMP. SEP. FROM SPOUSE BY PROGRAM

		PROGRAM					ROW TOTAL
COUNT		I					
ROW PCT		I					
COL PCT		I					
007		1.000	2.000	3.000	4.000	5.000	
	0	1	2	5	1	1	10
YES		20.0	20.0	50.0	10.0	10.0	7.2
	1	1	1	1	1	1	1
	1	29	61	25	12	1	128
NO		22.7	47.7	19.5	9.4	.8	92.8
		21.1	24.3	33.3	100.0	50.0	
		31	63	30	12	2	138
		22.5	45.7	21.7	8.7	1.4	100.0
CHI-SQUARE	8.46	SIGNIFICANCE					CELLS WITH E.F.E.S.
11.92063	4	0.0180					6 OF 10 (60.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.29397
NUMBER OF MISSING OBSERVATIONS = 5

007 . . . TEMP. SEP. FROM SPOUSE BY ATTRACT

		ATTRACT					ROW TOTAL
COUNT		I					
ROW PCT		I					
COL PCT		I					
077		1.000	2.000	3.000	4.000	5.000	
	0	1	1	4	4	1	10
YES		10.0	10.0	40.0	40.0	10.0	7.2
	1	1	1	1	1	1	1
	1	1	21	35	51	20	128
NO		8	16.4	27.3	39.8	15.6	92.8
	1	1	21	35	51	20	128
	COLUMN TOTAL	1	22	30	55	21	138
		.7	15.9	28.3	39.9	15.2	100.0
CHI-SQUARE		SIGNIFICANCE					CELLS WITH E.F.E.S.
0.46		0.9044					0.072 6 OF 10 (60.0%)
1.03554		0.072					6 OF 10 (60.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.09663
NUMBER OF MISSING OBSERVATIONS = 5

007 . . . TEMP. SEP. FROM SPOUSE BY SATIS

		SATIS				
		COUNT	I			ROW TOTAL
		ROW PCT	I			
		COL PCT	I			
007		-----	I	1.000	2.000	
	0	I	7	I	3	I
YES		I	70.0	I	30.0	I
		I	8.4	I	1.2	I
	1	I	76	I	52	I
NO		I	59.4	I	40.6	I
		I	21.1	I	28.7	I
		-----		-----		
		COLUMN	83	55		138
		TOTAL	60.1	39.9		100.0
CHI-SQUARE	8.46	SIGNIFICANCE		MIN. E.F.E.		CELLS WITH E.F.E.S.
0.10602	1	0.7447		3.986		1 OF 4 (25.0%)
0.43682	1	0.5097		(BEFORE YATES CORRECTION)		

STATISTIC VALUE SIGNIFICANCE
PHI 0.09626
NUMBER OF MISSING OBSERVATIONS = 5

Q10 DEPENDENTS BY BENEFIT

		BENEFIT							
		COUNT	I						
		ROW PCT	I			ROW TOTAL			
		COL PCT	I						
			I	1.000	2.000	3.000	4.000		
Q10									
	0	I	4	I	4	I	2	I	10
		I	40.0	I	40.0	I	20.0	I	7.2
		I	10.3	I	6.3	I	6.3	I	
	1	I	6	I	5	I	5	I	17
		I	35.3	I	29.4	I	29.4	I	12.3
		I	15.8	I	8.1	I	15.6	I	
	2	I	12	I	29	I	18	I	63
		I	20.6	I	46.0	I	28.6	I	45.7
		I	36.2	I	46.8	I	56.3	I	
	3	I	15	I	24	I	7	I	49
		I	31.3	I	50.0	I	14.6	I	34.8
		I	39.5	I	38.7	I	21.9	I	
	THREE OR MORE								
	</								

CHI-SQUARE 6.72592 D.F. 9 SIGNIFICANCE 0.6656 MIN. E.F. 0.435 CELLS WITH E.F. < 5 9 OF 16 (56.3%)

STATISTIC CRAMER'S V VALUE 0.12746 SIGNIFICANCE

NUMBER OF MISSING OBSERVATIONS = 5

Q10 DEPENDENTS BY ABSENCE

		ABSENCE								
		COUNT								
		ROW PCT								
		COL PCT					ROW TOTAL			
			1	2	3	4	5			
213			1.000	3.000	4.000	5.000				
NONE	0	I	I	5	I	4	I	10		
		I	I	50.0	I	40.0	I	10.0	7.0	
		I	.....	I	13.2	I	7.5	I	2.0	
		I	.....	I	13.2	I	13.2	I	13.2	
ONE	1	I	I	5	I	7	I	7	19	
		I	I	26.3	I	36.8	I	36.8	13.4	
		I	.....	I	13.2	I	13.2	I	13.2	
		I	.....	I	13.2	I	13.2	I	13.2	
TWO	2	I	2	I	17	I	23	I	22	66
		I	3.1	I	26.6	I	35.9	I	34.4	45.1
		I	10.2	I	47.2	I	43.6	I	43.1	
		I	.....	I	47.2	I	43.6	I	43.1	
THREE OR MORE	3	I	I	9	I	19	I	21	49	
		I	I	18.4	I	38.8	I	42.9	34.5	
		I	.....	I	25.0	I	35.8	I	41.2	
		I	.....	I	25.0	I	35.8	I	41.2	
COLUMN TOTAL			2	36	53	51		142		
TOTAL			1.4	25.4	37.3	35.9		100.0		

CHI-SQUARE 8.47593 D.F. 9 SIGNIFICANCE 0.4870 MIN. E.F. 0.141 CELLS WITH E.F. < 5 8 OF 16 (50.0%)

STATISTIC CRAMER'S V VALUE 0.14106 SIGNIFICANCE

NUMBER OF MISSING OBSERVATIONS = 1

DEPENDENTS BY PROGRAM

		PROGRAM										ROW TOTAL
		COUNT	I									
		ROW PCT	I									
		COL PCT	I									
				1.001	2.001	3.001	4.001	5.001				
Q10	NONE	0	I	2	I	5	I	2	I	1	I	10
		I	20.0	I	50.0	I	20.0	I	10.0	I	7.0	
		I	6.3	I	2.7	I	6.3	I	8.3	I		
ONE	1	I	5	I	7	I	6	I	1	I	19	
	I	26.3	I	36.8	I	31.6	I	5.3	I	13.4		
	I	15.4	I	10.8	I	12.4	I	3.3	I			
TWO	2	I	14	I	30	I	14	I	4	I	64	
	I	21.9	I	46.9	I	21.9	I	6.3	I	45.1		
	I	43.8	I	46.2	I	45.2	I	33.3	I	100.0		
THREE OR MORE	3	I	11	I	23	I	9	I	6	I	49	
	I	22.4	I	46.9	I	18.4	I	12.2	I	34.5		
	I	34.6	I	35.4	I	22.0	I	50.0	I			
		COLUMN TOTAL		32		65		31		12		142
		TOTAL		22.5		45.8		21.8		8.5		100.0

CHI-SQUARE 5.57074 D.F. 12 SIGNIFICANCE 0.9362 MIN. E.F. 0.141 CELLS WITH E.F. > 5 12 OF 20 (60.0%)

STATISTIC CRAMER'S V VALUE 0.11435 SIGNIFICANCE

NUMBER OF MISSING OBSERVATIONS = 1

DEPENDENTS BY ATTRACT

		ATTRACT										ROW TOTAL
		COUNT	I									
		ROW PCT	I									
		COL PCT	I									
				1.001	2.001	3.001	4.001	5.001				
210	NONE	0	I	I	I	4 I	5 I	1 I				10
			I	I	I 40.0	I 50.0	I 10.0				7.0	
			I	I	I 2.8	I 8.9	I 4.5					
ONE	1	I	I	4 I	5 I	5 I	5 I				19	
			I	I 21.1	I 26.3	I 26.3	I 26.3				13.4	
			I	I 18.2	I 12.2	I 8.2	I 21.7					
TWO	2	I	I	12 I	17 I	26 I	8 I				64	
			I	I 16.6	I 26.6	I 40.6	I 12.5				45.1	
			I	I 100.0	I 33.3	I 61.3	I 38.4					
THREE OR MORE	3	I	I	6 I	15 I	20 I	8 I				49	
			I	I 12.2	I 30.6	I 40.8	I 16.3				34.5	
			I	I 22.3	I 39.6	I 33.7	I 38.4					
		COLUMN TOTAL		1	22	41	56	22			142	
		TOTAL		.7	15.5	28.9	39.4	15.5				100.0

CHI-SQUARE 7.74270 D.F. 12 SIGNIFICANCE 0.8049 MIN. E.F. 0.070 CELLS WITH E.F. > 5 10 OF 20 (50.0%)

STATISTIC CRAMER'S V VALUE 0.13482 SIGNIFICANCE

NUMBER OF MISSING OBSERVATIONS = 1

910 DEPENDENTS BY SATIS

		SATIS				ROW TOTAL
		COUNT	I			
ROW	PCT	I				
COL	PCT	I				
910				1.00	2.00	
	0	I	4	I	6	10
NONE		I	40.0	I	60.0	7.0
		I	4.7	I	10.7	
	1	I	11	I	8	19
ONE		I	57.9	I	42.1	13.4
		I	12.8	I	14.3	
	2	I	42	I	22	64
TWO		I	65.6	I	34.4	45.1
		I	42.8	I	39.3	
	3	I	29	I	20	49
THREE OR MORE		I	59.2	I	40.8	34.5
		I	33.7	I	35.7	
COLUMN			86		56	142
TOTAL			60.5		39.4	100.0

CHI-SQUARE D.F. SIGNIFICANCE MIN.E.F. CELLS WITH E.F.S.S
2.55265 3 0.4659 3.944 1 OF 8 (12.5%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.13408

NUMBER OF MISSING OBSERVATIONS = 1

911 EDUCATIONAL LEVEL BY SOCSVC

		SOCSVC										ROW. TOTAL	
		COUNT	I										
ROW	PCT	I											
COL	PCT	I											
911		I	1.00	I	2.00	I	3.00	I	4.00	I	5.00		
	0	I	I	I	3	I	4	I	1	I	7	I	15
BA,BS		I	I	20.0	I	26.7	I	6.7	I	46.7	I		10.6
		I	.....	I	16.7	I	10.3	I	2.0	I	21.2	I	
	1	I	2	I	14	I	29	I	45	I	25	I	115
MA,MS,MBA		I	1.7	I	12.2	I	25.2	I	39.1	I	21.7	I	11.6
		I	100.0	I	27.3	I	26.4	I	21.8	I	25.8	I	
	2	I	I	I	7	I	2	I	I	I	7	I	4
LLD		I	I	25.0	I	50.0	I	I	I	25.0	I	I	2.8
		I	.....	I	5.6	I	3.1	I	.....	I	3.0	I	
	3	I	I	I	I	6	I	3	I	I	I	I	7
PHD,DDS,MD		I	I	I	I	57.1	I	42.9	I	I	I	I	5.0
		I	.....	I	.....	I	10.3	I	6.1	I	.....	I	
COLUMN			2		18		39		49		83		141
TOTAL			1.4		12.8		27.7		34.8		23.4		100.0

CHI-SQUARE D.F. SIGNIFICANCE MIN.E.F. CELLS WITH E.F.S.S
16.44479 12 0.1717 0.057 15 OF 20 (75.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.19717

NUMBER OF MISSING OBSERVATIONS = 2

211 EDUCATIONAL LEVEL BY JOBCOM

		JOBCOM				ROW TOTAL
		COUNT	I			
		ROW PCT	I			
		COL PCT	I			
011		1.000	2.000	4.000	5.000	
BA,BS	0	12	2	1		15
		80.0	13.3	6.7		10.6
		11.1	6.7	50.0		
MA,MS,MBA	1	91	24	1		116
		78.4	20.7	.9		81.7
		36.3	22.6	50.0		
LLD	2	2	1		1	4
		50.0	25.0		25.0	2.9
		14.2	3.2		100.0	
PHD,DDS,MD	3	3	4			7
		42.9	57.1			4.0
		2.8	12.8			
COLUMN TOTAL		108	31	2	1	142
		76.1	21.8	1.4	.7	100.0

CHI-SQUARE 43.91681 9 0.0000 MIN.E.F. 0.028 CELLS WITH E.F.S. 5 12 OF 16 (75.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.32108

NUMBER OF MISSING OBSERVATIONS = 1

211 EDUCATIONAL LEVEL BY BENEFIT

		BENEFIT				ROW TOTAL
		COUNT	I			
		ROW PCT	I			
		COL PCT	I			
211		1.000	2.000	3.000	4.000	
BA,BS	0	5	5	3	2	15
		33.3	33.3	20.0	13.3	10.9
		13.5	8.1	9.1	33.3	
MA,MS,MBA	1	33	53	25	4	112
		26.8	47.3	22.3	3.6	81.2
		81.1	85.5	75.8	66.7	
LLD	2	1		3		4
		25.0		75.0		2.9
		2.7		9.1		
PHD,DDS,MD	3	1	4	2		7
		14.3	57.1	28.6		5.7
		2.7	14.5	6.4		
COLUMN TOTAL		37	62	33	6	138
		26.8	44.9	23.9	4.3	100.0

CHI-SQUARE 11.33664 9 0.2533 MIN.E.F. 0.174 CELLS WITH E.F.S. 5 12 OF 16 (75.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.16548

NUMBER OF MISSING OBSERVATIONS = 5

Q11 EDUCATIONAL LEVEL BY ABSENCE

		ABSENCE				
		COUNT				
		ROW PCT				ROW TOTAL
		COL PCT				
Q11			1	2	3	4
RA,BS	0		1	7	3	4
			6.7	46.7	20.0	26.7
			33.3	18.4	5.7	8.0
MA,MS,MBA	1		1	27	45	43
			.9	23.3	38.8	37.1
			33.3	75.0	86.9	86.0
LLD	2		1	1	1	1
			25.0	25.0	25.0	25.0
			33.3	2.8	1.9	2.0
PHD,DDS,MD	3		1	1	4	2
				14.3	57.1	28.6
				2.8	7.5	4.0
COLUMN TOTAL			3	36	53	50
			2.1	25.4	37.3	35.2

CHI-SQUARE 9 0.0306 MIN.E.F. 0.085 CELLS WITH E.F. < 5 11 OF 16 (68.75%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.20796

NUMBER OF MISSING OBSERVATIONS = 1

Q11 EDUCATIONAL LEVEL BY PROGRAM

		PROGRAM					
		COUNT	I				
		ROW PCT	I				ROW TOTAL
		COL PCT	I				
211			1	2	3	4	5
			100	200	300	400	500
	0	I	3 I	7 I	3 I	2 I	I
RA,BS		I	20.0 I	46.7 I	20.0 I	13.3 I	I
		I	8.6 I	10.8 I	9.7 I	16.7 I	I
	1	I	27 I	57 I	26 I	10 I	2 I
MA,MS,MBA		I	23.3 I	44.0 I	22.4 I	8.6 I	1.7 I
		I	86.6 I	75.5 I	83.2 I	83.3 I	100.0 I
	2	I	1 I	2 I	1 I	I	I
LLD		I	25.0 I	50.0 I	25.0 I	I	I
		I	3.1 I	3.1 I	3.2 I	I	I
	3	I	1 I	5 I	1 I	I	I
PHD,DDS,MD		I	14.3 I	71.4 I	14.3 I	I	I
		I	3.1 I	7.7 I	3.2 I	I	I
		COLUMN TOTAL	37	65	31	12	2
		TOTAL	22.5	45.8	21.8	8.5	1.4
							142
							100.0

CHI-SQUARE 12 0.9915 MIN.E.F. 0.056 CELLS WITH E.F. < 5 15 OF 20 (75.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.08996

NUMBER OF MISSING OBSERVATIONS = 1

Q11 EDUCATIONAL LEVEL BY TRAVEL

		TRAVEL					
		COUNT	I				
		ROW PCT	I				ROW TOTAL
		COL PCT	I				
Q11		-----I-----	1.00I	-----2.00I	-----3.00I	-----4.00I	
	0	I	4 I	6 I	3 I	2 I	15
3A,95		I	26.7 I	40.0 I	20.0 I	13.3 I	100.0
		I	12.5 I	8.3 I	13.0 I	10.2 I	
	1	I	25 I	56 I	19 I	16 I	116
MA,MS,MBA		I	21.6 I	48.3 I	16.4 I	13.8 I	100.0
		I	28.1 I	32.6 I	32.6 I	34.2 I	
	2	I	2 I	1 I	1 I		4
LLD		I	50.0 I	25.0 I	25.0 I		100.0
		I	8.3 I	4.2 I	4.2 I		20.0
	3	I	1 I	5 I		1 I	7
PHD,DDS,MD		I	14.3 I	71.4 I		14.3 I	100.0
		I	3.1 I	7.1 I		5.8 I	
		COLUMN	32	68	23	19	142
		TOTAL	22.5	47.9	16.2	13.4	100.0

CHI-SQUARE 2df SIGNIFICANCE MIN.E.E. CELLS WITH E.E.S.S
5.17564 9 0.8187 0.535 11 OF 16 (68.8%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.11022
NUMBER OF MISSING OBSERVATIONS = 1

Q11 EDUCATIONAL LEVEL BY ATTRACT

		ATTRACT					ROW TOTAL	
		COUNT						
		ROW PCT						
		COL PCT						
Q11			1	2	3	4	5	
BA,BS	0	I	1.00I	2.00I	3.00I	4.00I	5.00I	
		I	4	3	6	2	15	
		I	26.7	20.0	40.0	13.3	100.6	
MA,MS,MBA	1	I	18.0	7.1	10.7	9.1	45	
		I	1	34	45	19	116	
		I	14.7	29.3	38.8	16.4	81.7	
LLD	2	I	100.0	81.0	81.0	80.4	41.4	
		I	1	2	2	1	4	
		I	1	50.0	50.0	1	2.8	
PHD,DDS,MD	3	I	1	3	3	1	7	
		I	1	42.9	42.9	14.3	4.9	
		I	7.1	5.4	4.5	1	142	
COLUMN TOTAL			1	21	42	56	72	
			.7	14.8	29.6	39.4	15.5	100.0

CHI-SQUARE 5.61032 D.F. 12 SIGNIFICANCE 0.9344 MIN.E.E. 0.028 CELLS WITH E.E.S 15 OF 20 (75.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.11476
NUMBER OF MISSING OBSERVATIONS = 1

Q11 EDUCATIONAL LEVEL BY SATIS

		SATIS				
		COUNT				
		ROW PCT				ROW
		COL PCT				TOTAL
Q11		1	2	3	4	
BA,BS	0	1	8	7		15
		53.3	46.7			100.0
		9.3	12.5			
		68	48			116
MA,MS,MBA	1	1	58.6	41.4		81.7
		72.1	85.2			
		4	1			5
		100.0				2.8
LLD	2	1	4.7	1		5.7
		6	1			7
		85.7	14.3			4.9
		72.1	85.2			
COLUMN		6	56			142
TOTAL		60.6	39.4			100.0

CHI-SQUARE 4.97018 D.F. 3 SIGNIFICANCE 0.1740 MIN.E.E. 1.577 CELLS WITH E.E.S 4 OF 8 (50.0%)

STATISTIC VALUE SIGNIFICANCE
CRAMER'S V 0.19709
NUMBER OF MISSING OBSERVATIONS = 1

VARIABLE ABSENCE
BY VARIABLE Q01 RANK

ANALYSIS OF VARIANCE

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.	95 PCT CONF INT FOR MEAN
GRP 0	118	4.1017	0.8612	0.0793	2.4086	2.4086	3.030	0.0820	3.9447 TO 4.2587
GRP 1	25	3.7600	1.0116	0.2023	11.3397	0.7896			3.3424 TO 4.1776
TOTAL	143	4.0420	0.8950	0.0748	113.7483				3.8940 TO 4.1899
									3.8931 TO 4.1889
									1.7184 TO 6.3655

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0392

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRAN'S C = MAX. VARIANCE/SUM(VARIANCES) = .5798, P = .178 (APPROX.)
BARTLETT-BOX F = 1.090, P = .206
MAXIMUM VARIANCE / MINIMUM VARIANCE 1.380

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

VARIABLE TRAVEL
BY VARIABLE Q01 RANK

ANALYSIS OF VARIANCE

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	SUM OF SQUARES	MEAN SQUARES	F-RATIO	95 PCT CONF INT FOR MEAN
GRP 0	118	2.2712	0.9577	0.0882	1.9977	1.9977	2.231	2.0969 TO 2.4459
GRP 1	25	1.9600	0.8858	0.1778	126.2820	0.8956		1.5931 TO 2.3269
TOTAL	143	2.2168	0.9505	0.0795	128.2797			2.0597 TO 2.3719
			0.9464	0.0791				2.0603 TO 2.3732
				0.1590				0.1970 TO 4.2365

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0267

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRAN'S C = MAX. VARIANCE/SUM(VARIANCES) = .5373, P = .531 (APPROX.)
BARTLETT-BOX F = .212, P = .645
MAXIMUM VARIANCE / MINIMUM VARIANCE 1.161

BREAK DOWN
STUDENT RESEARCH PROJECT - LTC ROSS

100

VARIABLE	022	FAMILY LIKES THE ARMY
BY VARIABLE	001	RANK

ANALYSIS OF VARIANCE

GROUP	COUNT	MEAN	STANDARD DEVIATION	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.	95 PCT CONF INT	FOR MEAN
BETWEEN GROUPS	118	2.3983	0.8487	1.5978	1.5978	2.525	0.1206	2.2436	2.5250
WITHIN GROUPS	25	2.1200	0.7257	96.5197	0.6874			1.8206	2.4105
TOTAL	143	2.3497	0.8329	98.5175				2.2170	2.4873
FIXED EFFECTS MODEL			0.8291					2.2176	2.4867
RESIDUAL MODEL								0.5301	4.1692

RANDOM EFFECTS MODEL		ESTIMATE OF BETWEEN COMPONENT VARIANCE	
			0.0221

TESTS FOR HOMOGENEITY OF VARIANCES

```
COCHRANS_C = MAX. VARIANCE/SUM(VARIANCES) = .5777, P = .190 (APPROX.)
PARTLET-BOX F = .898, P = .343
MAXIMUM VARIANCE / MINIMUM VARIANCE 1.368
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24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

VARIABLE ABSENCE SEX
BY VARIABLE Q02

ANALYSIS OF VARIANCE

GROUP	COUNT	MEAN	STANDARD DEVIATION	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.	95 PCT CONF INT FOR MEAN
GRP 0	138	4.0797	0.8884	5.6251	5.6251	7.335	0.0076	3.9302 TO 4.2293
GRP 1	5	3.0000	0.	108.1232	0.7668			1.0000 TO 1.0000
TOTAL	143	4.0420	0.8950	113.7483				3.8940 TO 4.1899
FIXED EFFECTS MODEL			0.8757					3.8972 TO 4.1867
RANDOM EFFECTS MODEL			0.6891					3.6715 TO 4.27976

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.5034

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRAN'S C = MAX. VARIANCE/SUM(VARIANCES) = 1.0000, P = 1.E+36 (APPROX.)
BARTLETT-BOX F = . , P = 1.E+36
MAXIMUM VARIANCE / MINIMUM VARIANCE .

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

VARIABLE TRAVEL SFX
BY VARIABLE Q02

ANALYSIS OF VARIANCE

SOURCE	COUNT	MEAN	STANDARD DEVIATION	SUM OF SQUARES	MEAN SQUARES	F RATIO	95 PCT CONF INT FOR MEAN
BETWEEN GROUPS	13R	2.2391	0.9556	1.9710	1.9710	2.2200	2.0282 TO 2.4000
WITHIN GROUPS	5	1.6000	0.5477	126.3087	1.0000	0.9199 TO 2.2801	
TOTAL	143	2.2168	0.9505	128.2797	1.0000	2.0597 TO 2.3719	
FIXED EFFECTS MODEL			0.9465			2.0593 TO 2.3733	
RANDOM EFFECTS MODEL			0.3319			-2.0005 TO 6.4347	

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.1114

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRAN'S C = MAX. VARIANCE/SUM(VARIANCES) = .7527, P = .000 (APPROX.)
BARTLETT-BOX F = 1.610, P = .205
MAXIMUM VARIANCE / MINIMUM VARIANCE 3.046

26 MAR 86
BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

VARIABLE	Q40	OPPORT TO COMMAND
BY VARIABLE	QC2	SFX

ANALYSIS OF VARIANCE

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	1	1.7287	1.7287	1.7287	1.7287	1.7287	2.179	0.1422
WITHIN GROUPS	141	111.8797	111.8797	111.8797	0.7935	0.7935		
TOTAL	142	113.6084	113.6084	113.6084				

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRAN'S C = MAX. VARIANCE/SUM(VARIANCES) =	.5321, P =	.589 (APPROX.)
BARTLETT-BOX F =	.029, P =	.866
MAXIMUM VARIANCE / MINIMUM VARIANCE	1.137	

STUDENT RESEARCH PROJECT - LTC MOSS

VARIABLE 024 ARLF TO PLAN MY LIFE
MY VARIABLE 013 ETHNIC

ANALYSIS OF VARIANCE

SOURCE		D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	95 PCT CONF INT FOR MEAN
BETWEEN GROUPS	1	1	2.6021	2.6021	2.560	1.9257 TO 2.9987
WITHIN GROUPS	141	141	143.3000	1.0163		2.5974 TO 2.9567
TOTAL	142	142	145.9021			2.5647 TO 2.9019

COUNT		MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	13	2.3377	0.6304	0.1748	2.0000	4.0000	1.9257 TO 2.9987
GRP 1	130	2.7769	1.0364	0.0900	1.0000	5.0000	2.5974 TO 2.9567
TOTAL	143	2.7343	1.0136	0.0848	1.0000	5.0000	2.5647 TO 2.9019

FIXED EFFECTS MODEL		ESTIMATE OF BETWEEN COMPONENT VARIANCE
FIXED EFFECTS MODEL		0.0671
RANDOM EFFECTS MODEL		0.2512

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRAN'S C = MAX. VARIANCE/SUM(VARIANCES) = .7299, P = .000 (APPROX.)
WARTLETT-BOX_F = 4.049, P = .046
MAXIMUM VARIANCE / MINIMUM VARIANCE = 2.702

STUDENT RESEARCH PROJECT - LTC ROSS

VARIABLE Q15 RAN PROG IMPORTANT
BY VARIABLE QCS ETHNIC

ANALYSIS OF VARIANCE

SOURCE	COUNT	MEAN	STANDARD DEVIATION	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.	95 PER CENT CONF INT FOR MEAN
BETWEEN GROUPS	13	1.3377	0.4804	2.3524	0.1810	8.950	0.0066	1.5176 TO 1.5980
WITHIN GROUPS	130	1.7538	0.7373	72.8923	0.5607			1.6250 TO 1.8819
TOTAL	143	1.7193	0.7279	75.2447	0.5262			1.5930 TO 1.8936
FIXED EFFECTS MODEL			0.7190					1.5966 TO 1.8922
RANDOM EFFECTS MODEL			0.7616					1.6107 TO 1.9172

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0777

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRAN'S C = MAX. VARIANCE/SUM(VARIANCES) = .7020, P = .005 (APPROX.)
 BARTLETT-KOZ F = 3.115, P = .078
 MAXIMUM VARIANCE / MINIMUM VARIANCE 2.356

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

VARIABLE ATTRACT
BY VARIABLE 005 AFCS

ANALYSIS OF VARIANCE

GROUP	COUNT	SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PCT	95 PCT CONF INT FOR MEAN
BETWEEN GROUPS	13		4	10.1270	2.5318	2.926	0.033	2.5004 TO 3.6533
WITHIN GROUPS	43		138	110.4814	0.8658			3.5789 TO 4.1421
TOTAL	56		142	129.6084				3.1064 TO 3.5822
	24							3.2156 TO 4.0344
	2							4.0000 TO 4.0000
TOTAL	143							3.3735 TO 3.6896
FIXED EFFECTS MODEL			0.9554	0.0799	1.0000			3.3776 TO 3.6853
RANDOM EFFECTS MODEL			0.9305	0.0778				3.0752 TO 3.9859
				0.1640				

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0674

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRAN'S C = MAX. VARIANCE/SUM(VARIANCES) = .2648, P = .467 (APPROX.)
BARTLETT-BOX F = .038, P = .990
MAXIMUM VARIANCE / MINIMUM VARIANCE 1.123

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

VARIABLE SOCSVC
BY VARIABLE Q06 MARITAL STATUS

ANALYSIS OF VARIANCE

SOURCE	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.	95. PCT CONF INT FOR MEAN
BETWEEN GROUPS	4	4.0000	1.1547	0.5774	8.9248	1.7450	1.776	0.223	2.1626 TO 5.8374
WITHIN GROUPS	116	3.6293	1.0003	0.0929	136.8498	1.0062			3.4553 TO 3.8133
TOTAL	120	3.8947	0.9941	0.2281	145.7746				3.4156 TO 4.3739
GRP 0	1	5.0000							
GRP 1	1	2.0000							
GRP 2	1	2.0000							
GRP 3	1	2.0000							
GRP 4	1	2.0000							
GRP 5	1	2.0000							
GRP 6	1	2.0000							
TOTAL	142	3.6620	1.0168	0.0853		1.0000			3.4933 TO 3.8307
FIXED EFFECTS MODEL			1.0031	0.0842					3.4955 TO 3.8286
RANDOM EFFECTS MODEL				0.2589					2.9964 TO 4.3275

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0874

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRAN'S C = MAX. VARIANCE/SUM(VARIANCES) = .4013, P = .351 (APPROX.)
 BARTLETT-BOX F = .066, P = .816
 MAXIMUM VARIANCE / MINIMUM VARIANCE 1.349

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

VARIABLE 022 FAMILY LIVES THE ARMY
BY VARIABLE 007 TEMP SEP FROM SPOUSE

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F-RATIO	95 PCT CONF INT FOR MEAN
BETWEEN GROUPS	136	1.5073	1.5073	2.162	1.2432 TO 3.6568
WITHIN GROUPS	137	94.8142	0.6972		2.1502 TO 2.6346
TOTAL		96.3261			2.1440 TO 2.4672
GROUP					
GRP 0					2.1455 TO 2.4466
GRP 1					2.13042 TO 2.4944
TOTAL					

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0437

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRAN'S C = MAX. VARIANCE/SUM(VARIANCES) = .7427, P = .000 (APPROX.)
BARTLETT-BOX F = 6.241, P = .013
MAXIMUM VARIANCE / MINIMUM VARIANCE 2.886

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

VARIABLE Satisfies
BY VARIABLE 009 HIGHEST EXPECTED RANK

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	5	2.3525	0.4703	2.027	0.0968
WITHIN GROUPS	136	31.5630	0.2321		
TOTAL	141	33.9155			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95% PCI CONF INT FOR MEAN
SRP 0	2	1.5000	0.7071	0.5000	1.0000	2.0000	-4.8531 TO 7.8531
SRP 1	108	1.4352	0.4981	0.0479	1.0000	2.0000	1.3402 TO 1.5302
SRP 2	11	1.5455	0.5222	0.1575	1.0000	2.0000	1.1915 TO 1.8995
SRP 3	12	1.1053	0.3153	0.0723	1.0000	2.0000	0.9533 TO 1.2572
SRP 4	1	1.0000					
SRP 5	1	1.0000					
TOTAL	142	1.3944	0.4904	0.0412	1.0000	2.0000	1.3130 TO 1.4757
FIXED EFFECTS MODEL			0.4817	0.0404			1.3144 TO 1.4743
RANDOM EFFECTS MODEL				0.1109			1.0863 TO 1.7025

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0211

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRAN'S C = MAX. VARIANCE / SUM(VARIANCES) = 1.4463, P = .001 (APPROX.)
 BARTLETT-KOZ F = 1.781, P = .149
 MAXIMUM VARIANCE / MINIMUM VARIANCE 5.029

24 MAR 86 BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS

VARIABLE 024
BY VARIABLE 009

ABLE TO PLAN MY LIFE
HIGHEST EXPECTED RANK

ANALYSIS OF VARIANCE

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.	95 PCT CONF INT FOR MEAN
GRP 0	2	4.5000	0.7071	0.5000	10.3160	2.0632	2.078	0.0710	-1.8531 TO 1.8531
GRP 1	108	2.7683	0.9821	0.0945	135.0431	0.9930			2.5812 TO 2.9359
GRP 2	11	2.9301	1.0445	0.3149	145.3592				2.2074 TO 3.6104
GRP 3	19	2.3684	1.0631	0.2444					1.8550 TO 2.8818
GRP 4	1	2.0000							
GRP 5	1	2.0000							
TOTAL	142	2.7394	1.0153	0.0952		1.0000			2.5710 TO 2.9070
FIXED EFFECTS MODEL									
				0.0836					2.5741 TO 2.9044
RANDOM EFFECTS MODEL									
				0.2533					2.0886 TO 2.3905
RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE					0.0948				

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRAN'S C = MAX. VARIANCE/SUM(VARIANCES) = .3075, P = .539 (APPROX.)
 BARTLETT-BOX F = .138, P = .937
 MAXIMUM VARIANCE / MINIMUM VARIANCE 2.269

26 MAR 86 BREAKDOWN

**BREAKDOWN
STUDENT RESEARCH PROJECT - LTC ROSS**

BY VARIABLE	909	915
VARIABLE	909	915

**FAM PROG IMPORTANT
HIGHEST EXPECTED RANK**

ANALYSIS OF VARIANCE

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
GRP 0	2	1.5000	0.7071	0.5000	7.5992	1.5198	3.079	0.0195
GRP 1	108	1.7222	0.6949	0.0669	67.1332	0.4936		
GRP 2	11	2.3636	1.0269	0.3196				
GRP 3	12	1.3684	0.4956	0.1137	74.7324			
GRP 4	1	2.0000						
GRP 5	1	1.0000						
TOTAL	142	1.7193	0.7280	0.0611		1.0000		
FIXED EFFECTS MODEL					0.0590			
					0.0590			
					0.2414			

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRAN'S C = MAX. VARIANCE/SUM(VARIANCES) =	.4619, P =	.000 (APPROX.)
BARTLETT-BOX F =	2.276, P =	.078
MAXIMUM VARIANCE / MINIMUM VARIANCE	4.294	

VARIABLE JOB COM
BY VARIABLE 011 EDUCATIONAL LEVEL

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	3	4.6489	1.5496	1.408	0.0054
WITHIN GROUPS	138	48.5131	0.3515		
TOTAL	141	53.1620			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	15	1.3333	0.8165	0.2108	1.0000	4.0000	0.8912 TO 1.7955
GRP 1	116	1.2328	0.4820	0.0548	1.0000	5.0000	1.1441 TO 1.3214
GRP 2	4	2.2500	1.8930	0.9465	1.0000	5.0000	-0.7621 TO 5.2621
GRP 3	7	1.5714	0.5345	0.2020	1.0000	2.0000	1.0774 TO 2.0658
TOTAL	142	1.2887	0.6140	0.0515	1.0000	5.0000	1.1860 TO 1.3906
FIXED EFFECTS MODEL			0.5929	0.0498			1.1903 TO 1.3871
RANDOM EFFECTS MODEL				0.2381			0.5310 TO 2.0464

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0795

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRAN'S C = MAX. VARIANCE/SUM(VARIANCES) = .7515, P = .000 (APPROX.)
 BARTLETT-BOX F = 10.570, P = .000
 MAXIMUM VARIANCE / MINIMUM VARIANCE 15.425

VARIABLE ABSENCE
BY VARIABLE 011 EDUCATIONAL LEVEL

ANALYSIS OF VARIANCE

SOURCE	D.F.	SUM OF SQUARES	MEAN SQUARES	F RATIO	F PROB.
BETWEEN GROUPS	3	6.0737	2.0246	12.617	0.0000
WITHIN GROUPS	138	106.7502	0.7736		
TOTAL	141	112.8239			

GROUP	COUNT	MEAN	STANDARD DEVIATION	STANDARD ERROR	MINIMUM	MAXIMUM	95 PCT CONF INT FOR MEAN
GRP 0	15	3.6000	1.1212	0.2895	1.0000	5.0000	2.9721 TO 4.2209
GRP 1	116	4.1121	0.8212	0.0762	1.0000	5.0000	3.9610 TO 4.2631
GRP 2	4	3.2500	1.7078	0.8539	1.0000	5.0000	0.5125 TO 5.9675
GRP 3	7	4.1429	0.6901	0.2608	3.0000	5.0000	3.5047 TO 4.7811
TOTAL	142	4.0352	0.8945	0.0751	1.0000	5.0000	3.8868 TO 4.1836

RANDOM EFFECTS MODEL - ESTIMATE OF BETWEEN COMPONENT VARIANCE 0.0830

TESTS FOR HOMOGENEITY OF VARIANCES

COCHRAN'S C = MAX. VARIANCE / SUM(VARIANCES) = 3.5478, P = .000 (APPROX.)
 BARTLETT-BOX F = 2.493, P = .059
 MAXIMUM VARIANCE / MINIMUM VARIANCE 6.125

APPENDIX 4

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